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## Designing and Administering Job Evaluation Systems

*This panel discussion on job evaluation is based on the special morning conference held in connection with the 259th meeting of the National Industrial Conference Board at the Waldorf-Astoria Hotel in New York, on March 23, 1944.*

*The members of the Panel were:*

*Edward N. Hay, of Edward N. Hay & Associates, Chairman;  
Eugene J. Benge, President, Benge Associates;  
P. W. Jones, Employee Relations Director,  
Sperry Gyroscope Company;  
A. L. Kress, Assistant to President, Republic  
Aviation Corporation;  
Gordon G. Bowen, McKinsey and Company;  
and  
D. W. Weed, General Electric Company.*

*Mr. Hay:* We are agreed that there is overemphasis on systems. For convenience and popular language, of course, there is such a thing as a system, let's say a point system or method, to designate a certain general way of dealing with evaluation. There is also a classification method. In fact, the classical designations are classification, ranking, point, and factor comparison. Actually, the latter three embody exactly the same means of evaluation, but in different combinations and slightly different ways.

I am going to ask Mr. Jones to tell us something about the earliest method, the ranking method.

### SYSTEMS USED

*Mr. Jones:* An important tool in early attempts, starting around 1930, at bringing order into chaotic wage structures, was a pack of  $3\frac{1}{2}'' \times 5''$  index cards. On these cards were written the titles of the acknowledged jobs in a given company—toolmaker, diemaker, turret-lathe operator, and all the way down the line to janitor. The toolmaker card was placed on the top of the

pile and the janitor card on the bottom. The other cards were placed in sequence according to the over-all importance of the various jobs as agreed upon by those who did the ranking.

The ranking method was nothing more than taking these cards and arranging them. Everybody could readily determine that the toolmaker's job was higher than the janitor's job, and then they came to the next card and put it somewhere in the middle of the pile, and very soon they had some sort of order.

The typical trouble with this early method was that after the cards had been placed in the proper order, most evaluators made the mistake of saying that the spacing between each job was the same. We know from experience that this is not so. In other words, they did not fan them into the proper interval after they had located them.

*Mr. Hay:* Mr. Benge, will you describe the classification method?

*Mr. Benge:* The earliest example I recall was one used by one of the large rubber tire manufacturers. In this plan, certain levels were set up. I think it was called a zoning system. Having set up certain groups of levels or pigeonholes, the jobs were chucked into them much as you would chuck an envelope into a pigeonhole in a mailing room, and the assumption was that when an individual or a group put a job into a certain level, it was properly classified.

*Mr. Hay:* As evaluation developed and received more attention, we began to see dissatisfaction with over-all job ranking, over-all job comparison, and with methods such as classification. That brought about the attempt to split jobs up into common factors.

Mr. Kress, will you tell us something about the development of factors and of the use of points in identifying the differences among factors and jobs?

*Mr. Kress:* Some of these names that have been applied, such as the point system, or factor comparison, really fail to distinguish or differentiate job-rating plans. There is no such thing as a pure point system plan. There is no such thing as a pure factor-comparison plan. There are only two distinctions, it seems to me. One is an informal method of arriving at a relationship between jobs through either ranking or job comparisons in cases where no formal job-rating plan is used. The other type is a formal job-rating plan.

There are only two ways in which a formal rating plan can be used in evaluating jobs for comparison purposes. One is in terms of points and the other is in terms of dollars.

Under what have been loosely referred to as point systems, the practice has been to select certain factors which are to be used as yardsticks, and then one of two things is done. Either a definite number of degrees is assigned to each factor and a specification written for those degrees, showing the differences in the degrees on a comparative basis, or else a range of points will be assigned to each one of those degrees and reliance placed on comparisons between the jobs, and certain key jobs which have been previously determined should receive a certain number of points within that range on that factor.

Under either the point system or the so-called factor comparison system, the techniques are not particularly different.

*Mr. Hay:* It is a remarkable thing that if you examine a point system and a so-called factor comparison method, detail by detail, you are going to find it hard to discover any difference between the two unless you are thoroughly grounded and expert in these matters. I would like Mr. Benge to tell us in what way the name "factor comparison" implies a slight difference in method from the so-called point system. They both use factors, they both use points, they both compare job to job, they both give us about the same results.

*Mr. Benge:* The factor comparison meth-

od gets its name from its method of operation. For instance, the mental requirements of each job are compared against the mental requirements of selected key jobs and this procedure is followed for all five factors of every job.

Jobs are analyzed and compared according to the following five factors (generally):

1. Mental Requirements—education, intelligence, technical knowledge, fluency, mathematics, etc.
2. Skill—manual dexterity or observational skill acquired mainly through practice and experience.
3. Physical Requirements—the kind and duration of muscular effort; age, sex, height, weight, eyesight, etc.
4. Responsibility—for equipment, tools, materials, money, savings, public contact and for the work of others.
5. Working Conditions—illumination, atmosphere, hazards, noise, etc.

The crux of the method lies in the preparation of the job comparison scale of key jobs. At the outset ten or fifteen possible key jobs are selected, representing all levels of difficulty and all major departments. These tentative key jobs are intensively analyzed and through a detailed procedure of ranking them in the five factors and of apportioning wage rates among these five factors, a job comparison scale is finally prepared.

#### Point vs. Factor Comparison

The factor comparison method of achieving job evaluation does systematically what employees usually do in unsystematic fashion. Many an employee, when seeking a raise, cites the skill required for his job as against some other job which is higher paid; or he may cite responsibilities or working conditions or physical effort. Since this is essentially what the factor comparison method does, it appeals to employees as fair and understandable.<sup>1</sup>

It has been quite interesting to me to see, over the years, that, starting from two origins, the pure point system has necessarily picked up the factor comparison principle, and the pure factor comparison has picked up many of the features of the point system.

In my judgment, the two of them are so nearly alike today that, if well executed, they will get virtually the same results.

*Mr. Hay:* The main difference between the point method and the factor comparison method is that in the latter the point values are established as a derivative of the

agreed-upon sound values of the original key jobs; whereas in the point method you start out with a scale of points which have no assumed value, simply a sequence in an ascending order for each factor. Then, by a simple arithmetical process at the end, you relate total point values of jobs to a selected wage scale.

*Mr. Weed:* Will you point out to us why there is an advantage in evaluating jobs in terms of points without any regard to money?

*Mr. Weed:* As I see it, the main advantage is that a job-evaluation system, to be successful, must divorce money from consideration entirely. If you don't do that, you are very likely to be influenced by what you are paying for that particular job. I would much prefer to have people who are putting in a job-evaluation system not know the wage scale that is being paid in the plant. Then they approach the thing objectively and really get the right differences between jobs without regard to what has been built up in the factory as a wage scale. I think there is a very definite advantage in doing it that way.

We find that we can talk to the union people very much better with a system of that kind. We have pointed out to them that what we are trying to do is to find out first about the real differences in jobs. After that is all done and we have all agreed upon it, then we can talk about pay.

*Mr. Hay:* I would like to go on with an orderly discussion of evaluation step by step, from the beginning to the end.

Let us discuss the first phase of it, in which would be these decisions: Who will direct the program? What kind of announcement of it will be made? How widely will that plan be announced to the entire force? Will there be union participation, if there is a union? If there is not a union, will there be worker participation? If so, how? Will there be committees to guide, committees to evaluate? Will the foremen or the supervisors do the evaluation, or will a group of specialists or analysts do it? How do we get into the first stages of the evaluation program?

#### ORGANIZATION PROBLEMS

*Mr. Kress:* I think the question of where in the organization setup the responsibility for job evaluation and wage or salary administration should be placed is a good pertinent point. There are only two places in which you should consider that. One would be in the industrial relations department, and the other in the industrial engineering or methods department.

The argument in favor of the methods or industrial engineering department is that, in general, it has a wider knowledge of fac-

tory operations than the industrial relations staff. I think this argument is a criticism of the industrial relations staff, because someone on that staff should know just as much about the factory operations as anyone in the methods department. From the point of view of the over-all industrial relations policy of the company, I favor the assignment of responsibility for job classification and wage administration to the industrial relations department. For companies that have a wage incentive plan of any kind, I do not favor having the same department that sets the standards also determine the base rates.

*Mr. Benge:* If a company has 90% of its employees operating under a rather complicated piece-rate system, don't you think the practical administration might better be in the industrial engineering department? If the reverse is true, it is much easier to assign industrial relations.

*Mr. Weed:* You may have to set up a new department.

*Mr. Kress:* That isn't the way you set up the cost department. You figure out where it is logical to put it in the organization set-up, and you put it there.

*Mr. Weed:* Yes, but I don't think it makes much difference whom they report to. They can report to the president, if they want to.

*Mr. Hay:* What you are both trying to say is that human relations is the fundamental skill involved.

#### SELECTING COMMITTEES

*Mr. Jones:* The next step in the sequence is the selection of job-evaluation committees, if you are going to use committees. The selection of the committee is probably one of the most critical points in the entire program.

Evaluation principles might well be applied in the selection of the committee members. In too many cases they are foremen that can be spared, the superintendent who is ready for a pension, the officer who is being shelved, or the union representative who is most popular with employees.

*Mr. Hay:* You might be interested in my method of evaluating and selecting committee members. I like to get as many people in on evaluation as possible. In a recent instance, out of about seventy officials and supervisors, I put fifty-one of them through a training course in which they actually evaluated jobs. The selection device then is to compare the results of the individuals making up the group with the average judgment of the group. Those who show the greatest tendency to be off the

<sup>1</sup>This section by Mr. Benge is taken from a leaflet, "Explanation of the Factor Comparison Method of Job Evaluation," distributed by him at the conference.

beam are the ones that you don't want on the committee.

How many committees are needed? What composition? What authority? How are they tied together?

*Mr. Bowen:* In some studies of this sort in which I have participated, the union has had its own review committee and management has had its review committee. Then there has been a combination management-union review committee to make the final review and secure the final agreement.

*Mr. Kress:* The primary concern is to get down to the lowest level of supervision that knows anything about the job, and that is your first-line supervisor. You don't want any committee of top management trying to evaluate these jobs. The thing to do is to go right down to the foremen, all the group foremen in the factory. They know more about that job than any superintendent will ever know about it.

*Mr. Hay:* How do you tie him up to some high authority for final approval?

*Mr. Kress:* You can handle it formally. You call in people that you think know most about the job that you want to pass on, who have to live with it, and who are responsible for the final operation in the plant.

*Mr. Hay:* You call it informal when some foreman or some shop steward commences to holler?

*Mr. Weed:* I think the best committee you can have is a small committee of management, if it is a management function, and management and employees if the union is willing to go along with it. Then, as you go into a department you call in the people in that department who know the most about the jobs. You talk to them and get their point of view for both sides. Then you come to an agreement on those jobs, and you do the same thing with the next department and the next. In other words, your committee is constantly changing, and I think you get the most successful operation with that kind of a setup.

*Mr. Kress:* That has been my experience.

*Mr. Hay:* My own practice is fairly specific, and it doesn't agree quite with anything here, although we are all around the same tree. I would like to have the final authority in a committee of men of high-level responsibility.

*Mr. Kress:* I don't think this is a matter of requiring authority. You can't get away from the fact that the first line of supervision knows more about the jobs and what they take than anybody else in the organization. The vice president of the company, to my mind, is no better qualified to appraise those jobs than the foreman.

The primary concern in selling a job classification setup should be to sell it by

supervision levels up the line, so that the final check-over by the vice president in charge of manufacture or his committee is purely perfunctory and largely to assure himself that in general it looks sound and fair.

#### Union Attitudes

On the question of union participation, I think no representative of management should have any illusions. I agree that it is highly desirable to ask for a representative of the union to sit in and listen to the discussions in regard to the ratings themselves, so that he may be convinced that the thing has been done fairly and honestly, with no hocus-pocus. But if anyone thinks that sitting-in means that union representatives have forfeited the right next week or next month to say that this particular job wasn't properly classified or to say that "we never agreed with any of this," he is only kidding himself. They may be satisfied at the moment, but six months from now they are going to come in with a grievance and question it.

#### SELECTING ANALYSTS

*Mr. Benge:* A related problem is the selection of the analysts. Your analysts, while they may or may not be part of your committee, are, after all, the original determinants of facts, and if the analysts themselves do a good job then your committee will be working with facts that are so specific that they can get real judgments from them.

We have used aptitude tests for selecting analysts, and set up a competitive examination. The company has simply announced: "We are going to have job evaluation by joint agreement between the employer and the employees, and anybody who feels he would like to be an analyst report to such and such a room at such and such time."

Based on the tests, in conjunction with interviews which took into account their background, I selected two, or three, or four, or five analysts. Incidentally, after doing that for two or three years, I can recall only one instance where the analyst ever went back to his old job, although he had been promised his old job back if that was the final result. I think in every other instance the analyst was promoted at the end because the company just couldn't throw away the marvelous experience the analyst had had.

#### AWARENESS OF NEED

*Mr. Hay:* Mr. Jones, will you tell us about the necessity for informing rank and file about the job-evaluation program and keeping them informed.

*Mr. Jones:* Five specific spots have to be considered in installing any evaluation pro-

gram: the employees, the union stewards, the union itself, the foremen and supervisors, and, hardest of all, your own management.

There is no artificial or invisible line to be drawn across any organization chart where this education should stop. It should start at the bottom and go all the way to the top, because those people at the top are going to have to get familiar with some new ideas and languages and those that are on the firing line should know some of this information that is bound to come down from the top.

*Mr. Hay:* Wouldn't it be better to start at the top and go down, if you are able to do it?

*Mr. Jones:* That depends. Suppose the company has been through a pretty tough negotiation. In this company, they are all bruised and scarred, and we can't take the time to go from the top down. In other words, the arbitrator or the government has said: "Start a joint job evaluation," and your thousands of employees want action, because there is no money coming to them until this evaluation is done, and you cannot always take the time to start from the top down. So in that case you have to start from the top down and the bottom up at the same time.

*Mr. Kress:* You are talking about selling the top. The supposition is that the top men are sold or you wouldn't be starting the job.

*Mr. Jones:* Lots of times when you get a directive to start, there are many cases where the top is not sold.

*Mr. Benge:* Right.

*Mr. Kress:* This thing is largely a matter of getting the confidence of the supervisory staff that you are going to do an honest job with their help. All you have to do is get a plan, get your supervision together, and tell them what you want to do. To me it is just as simple as that.

*Mr. Benge:* It seems to me that if it were that simple, we wouldn't have all the labor strife and misunderstanding that goes on in this country.

*Mr. Hay:* I find that it pays to thoroughly inoculate from top down by stages, getting as much of management in it as you can and as much of union in it as you can, and do it not by lectures or appeals, but by showing them how jobs are evaluated, and by letting them evaluate jobs. The most interesting response is when they have completed evaluating a few simple jobs and they find the remarkable consistency of judgment that appears. They are impressed with the fact that the darn thing works.

In the interest of flexibility, how general or specific should a job description be?

*Mr. Benge:* Job descriptions should be comprehensive; that is, they should take in all the facts about a job. They should be differential, they should enable you to identify this job as against some other job. Third, they should be specific in the terminology used so that you know exactly what mental picture is to be brought up by words that are used.

*Mr. Kress:* It is very essential that we give major attention to the problem of adequate job specifications and to a clear description of duties or differences on jobs where there has been determined to be more than one degree of skill within that job classification.

I think it is very important not to lose sight of the fact that the most important part of this whole thing is being able to justify the results of the ratings in the classifications, and particularly why "Joe Doakes" is, in terms of your classification an electrician "B" and not an electrician "A."

Some of you may have had the experience of working with a union on this matter. I think that more than ever management has to be prepared to justify its results. It isn't any longer adequate for a group of so-called experts or ten or twenty high-ranking management officials to meet in a room and allocate or place jobs in the classification itself. Management must be prepared to defend that classification.

4. The foremen had not been encouraged to recognize the potential scope of their responsibilities, and few considered themselves to be executives;

5. The members of the executive staff were similarly lacking in the understanding and knowledge of effective personnel methods and practices.

In view of these conditions, the need was apparent for improving the personnel techniques of top management as well as of the foremen. In presenting the preliminary draft of the program for approval, however, no mention was made of an executive training program as such. Instead, the program was, from the beginning, conceived and devised on the premise that it is essential for all executives to be intimately acquainted with the training material relating to employee-employer relations in the company. The manner in which this is achieved is as follows:

1. All staff and line executives, including the foremen, are required to attend the introductory lectures in one group;

2. In part 2 of the program, which consists of conferences, the group is divided into smaller units, with each unit composed of either foremen or executives, but not both;

3. The conferences are scheduled so that the subject matter of the executives' and foremen's meetings coincide as closely as possible, but with the executives' conferences held several days in advance of the foremen's meetings;

4. The same conference leader presides at all conferences in one company.

By following this procedure, this industry could reasonably expect that progress would be made in achieving coordination and uniformity of thought and action throughout each company.

It is desirable to emphasize that the procedure described is not a magic remedy or one necessarily applicable in just this form to all situations requiring executive training. On the contrary, it should be fully recognized that the method adopted in each case must vary according to the circumstances encountered. It is advisable to tailor all types of training to suit the special requirements of each situation. Executive training, whether of a formal or informal nature, is no exception to this rule.

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## Executives Can Be Trained

DURING the past several years, companies, in increasing numbers, have devoted attention to supervisory training. Training directors and conference leaders report, however, that the effectiveness of supervisory training programs is seriously reduced in many companies by an unfortunate and incongruous situation. The difficulty usually arises early in these programs when supervisors remark: "Yes, we agree. That does seem the best way to treat our subordinates. But if these actually are the best methods, why doesn't the boss use them in his contacts with us?"

Tactful training directors experience as much difficulty in furnishing supervisors with a satisfactory answer to this embarrassing question as the average respectable citizen would experience if he attempted to answer the question, "Have you stopped beating your wife?" But it is the situation implied by the question rather than the inability to furnish a tactful and satisfactory answer that is the most important issue. The situation exists, training directors state, in companies in which the chief executive fails to analyze himself and the members of his staff in the light of two critical questions before launching a supervisory training program. These questions are:

1. Is each of us sufficiently versed in the methods and techniques which we want our supervisors to employ; and

2. Do we ourselves consistently use these methods and techniques?

Even though the chief executive in some

cases recognizes the need for executive training, he frequently takes no direct action because he also recognizes that top executives, like many minor executives, consider themselves experts in supervisory matters and, therefore, dislike being subjected to organized training. Many observers believe that this attitude is one of the chief reasons why so few companies include the members of top management in organized attempts to improve the quality of supervision. But if consistency in sound leadership techniques is to be achieved in all levels of supervision, methods must be devised to eliminate this aversion to executive training.

### ONE SUGGESTED SOLUTION

The example of one method of achieving this end may prove helpful to other companies.

Recently, a foreman training program was developed for an industry which comprises a considerable number of separate companies. The preliminary investigation of the situation disclosed these significant facts:

1. Labor relations throughout the industry were in constant turmoil;

2. None of the companies had ever before undertaken foreman training except in the subject of safety;

3. While the foremen as a group were found to be high-type individuals and expert technicians in their respective fields, they were, nevertheless, largely unacquainted with sound human-relations techniques;

## Absenteeism during January, 1944

**I**N THE thirty-two plants supplying data to THE CONFERENCE BOARD, male employees had a short-term absence frequency of 275 a thousand in January, and a long-term frequency of 69 a thousand. The combined rate was 344 absences a thousand, with an average loss of 2.8 days an absence.

gaged in the production of war materials. Approximately 85% of the men and 74% of the women were factory workers.

### REASONS FOR ABSENCE

The reports of twenty-nine plants employing 42,551 persons are analyzed in

**Table 1: Frequency and Duration of Absence among Employees in January, 1944, according to Length of Work Week**

Weekly Work Hours	Average Number of Absences for 1,000 Employees			Average Days Lost per Absence			Average Number of Days Lost an Employee
	Short-term	Long-term	All Absences	Short-term	Long-term	All Absences	
<b>32,846 Male Employees</b>							
Over 60.....	210	89	299	1.6	10.8	4.3	1.3
55-59.....	367	117	484	1.5	6.7	2.7	1.3
50-54.....	240	58	298	1.4	8.4	2.8	.8
45-49.....	306	75	381	1.4	8.1	2.7	1.0
40-44.....	297	87	334	1.3	8.0	2.1	.7
Total.....	275	69	344	1.4	8.5	2.8	1.0
<b>16,158 Female Employees</b>							
50-54.....	386	111	496	1.5	7.9	2.9	1.4
45-49.....	501	114	615	1.5	9.0	2.9	1.8
40-44.....	528	142	670	1.5	7.3	2.7	1.8
35-39.....	266	63	329	1.7	9.4	3.2	1.0
Total.....	499	123	622	1.5	8.3	2.8	1.7

Short-term absences among women occurred at a frequency rate of 499 a thousand, and long-term absences at a rate of 123 a thousand. The combined rate was 622

Table 2 to show the relative importance of illness, nonindustrial accidents and absence for personal reasons. Personal reasons accounted for 49.5% of the absences, illness

**Table 2: Frequency and Duration of Absence among 28,585 Male and 13,966 Female Employees, January, 1944, according to Reasons for Absence**

Classification	Short-term Absences			Long-term Absences			All Absences		
	Ill	Accident	Other	Ill	Accident	Other	Ill	Accident	Other
Absences per 1,000 Employees									
Men.....	132	1	151	47	1	21	179	1	171
Women.....	252	2	275	67	1	52	319	3	327
Days lost an absence									
Men.....	1.5	1.4	1.3	9.2	17.7	5.9	3.5	9.5	1.9
Women.....	1.4	1.1	1.4	8.4	15.5	7.5	2.9	5.6	2.4

a thousand, with each absence averaging 2.8 days' duration.

Women comprised 33.0% of the group surveyed. They accounted for 47.2% of all short-term absences and 46.6% of all absences of four or more days' duration. Short-term absences were responsible for 41.8% of the total time lost by women, while absences of one, two or three days' duration accounted for 39.5% of the total time lost by men.

The thirty-two plants are located in thirteen states and employed 49,004 persons in January. The plants were about 85% en-

for 50.1%, and nonindustrial accidents for .4%. These causes were responsible for 38.8%, 60.0%, and 1.2%, respectively, of the total time lost.

Women showed a slightly greater tendency to be absent for personal reasons, with about 50% of their absences reported under this category, as compared with 48% for men. Illness reasons accounted for approximately 49% of women's absences, and for 51% of men's absences. Nonindustrial accidents were almost negligible.

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## Trends in Collective Bargaining

### Jurisdictional Disputes

Jurisdictional disputes may be divided into three groups: those arising out of the obvious conflict between a number of unions, each claiming that its members are entitled to perform the particular job, or jobs; those brought about by innovations or technological changes in industry; and those due to the expansion of existing unions or the organization of new unions in industries where unions are already in existence.

Disputes over jurisdiction among unions often put an employer in the position of having to choose sides in order to keep his plant operating. Although various governmental agencies have frequently tried to put an end to jurisdictional disputes, they still crop up. Of late, however, various unions have signed pacts not to raid one another's jurisdiction.

One large company in the Middle West has as part of its agreement with an AFL union a clause that reads:

"The American Federation of Labor agrees that there shall be no jurisdictional disputes with regard to the employees of the company who are members of the American Federation of Labor, or any of its affiliated unions, and that the company shall be required to deal only with Federal Labor Union No. —, affiliated with the American Federation of Labor, as to all matters covered by this agreement. **HOWEVER**, that the company agrees that all of its employees who are in a classification which, but for this agreement would be represented by some local union affiliated with the American Federation of Labor, other than Federal Labor Union No. —, shall be paid not less than the prevailing rates as would apply for such employees under the prevailing terms of local agreements which may be in effect with such other union for that specific classification of work. **PROVIDED FURTHER**, that any employee of the company shall have the right to join any organization affiliated with the American Federation of Labor, holding jurisdiction over the particular classification of work but the American Federation of Labor and its affiliated unions agree that such membership shall not change or violate any of the terms of this agreement."

### Maintenance of Membership Denied

The United Association of Iron, Steel and Mine Workers (Independent) received a voluntary check-off-dues provision in their collective bargaining agreement with the Tennessee Coal, Iron and Railroad Company through the Regional War Labor Board of Atlanta, Georgia. The board, however, refused to grant the union a maintenance of membership clause because, it stated, the union's constitution and by-laws

contain no safeguards against arbitrary expulsion of its members. The Regional War Labor Board upheld the decision of its panel which says in part:

"The company conceded that the union is well run under its present leadership, and that it knew of no instance of unfairness in its operations. But it pointed out that leadership may change during the life of the contract, and that the constitution of the union contains no safeguards whatever against the union's expelling a member unfairly and thus bringing about the loss of his job under a maintenance of membership provision."

The public member of the Regional War Labor Board panel protested the decision of the majority on the ground that its opinion was discriminatory and based on "abuses which *might* arise" although he stated that the union's constitution and by-laws "admittedly are in a primitive and undeveloped state."

### Working Foremen

The question of who is to perform the work when a production worker is not available for an "emergency job" often arises in industry. During such periods it is sometimes necessary to give employment to a supervisor or foreman who in many instances is not listed as eligible for production work. The following clause which appears in a collective bargaining agreement of the U.E. (CIO) covers the status of "foremen, assistant foremen," and certain "gang bosses" when it is necessary that they fill an emergency order:

"Foremen, assistant foremen, or gang bosses (except gang bosses performing jobs which at the date of this agreement were performed by 'working gang bosses') shall not do the work of an employee when their doing of such work will cause loss of time to an employee: provided, that when it is impossible to recall employees dismissed for the day to fill an emergency order requiring it to be filled on the day of receipt of instructions for filling said order, they may, during said day, be used for such work; and provided further that foremen, assistant foremen, and gang bosses may perform odd jobs to which other employees cannot practically be assigned, and not consuming more than one hour's working time for their performance."

### Successful Grievance Procedure

The need for settling grievances as expeditiously as possible is being recognized as vital if labor disputes are to be kept at a minimum and prevented from growing into major industrial relations problems within the plant or industry.

Following is a clause relating to the handling of grievances that is working out successfully in an important midwestern industry, according to reports from the executive of the company who handles industrial relations. Discipline is reported to be excel-

lent in this plant and, although grievances are frequently presented, very few go beyond the initial stages.

#### Sec. 1.

"It is agreed by the parties hereto that:

"a. Grievances or complaints must be such as pertain to or arise out of improper working conditions, discriminations, unfair practices or other conditions or actions that affect, impair or concern the individual rights of an employee, group of employees or all employees of the said company.

"b. An honest effort to settle any and all grievances as quickly as possible will be made in accordance with the provisions hereof.

"c. There shall be no lockouts by the company or no suspension of work, slow-downs or strikes by the union during the period of this contract or any extension thereof because of any grievance or grievances, until the procedure for the adjustment of grievances as herein provided has first been exhausted.

#### Sec. 2.

"Grievances, except as provided in Section 3 (1) below for verbal presentation, must be submitted in writing signed by the employee, briefly setting forth the alleged grievance, the company agreeing to prepare and have available for use blank forms upon which the said statement of grievance is to be made and said form shall bear the date at the time the grievance is received, by whom received and a further space shall be provided thereon on which to denote the disposal made thereof and by whom made. Any employee having a grievance, and the group steward if assisting, shall sign two copies of the written grievance after the decision has been made and noted thereon. The supervisor involved shall send both copies to the Personnel Department, one shall be filed therein and the other copy sent to the Union Grievance Committee.

#### Sec. 3

"All grievances shall be handled in the following manner:

"First: The employee, with or without the employee's group steward, shall present the grievance for adjustment to the immediate supervisor of the employee either verbally or in writing, in which case it shall be on the form provided for herein. A decision shall be rendered within twenty-four (24) hours, exclusive of nonwork days.

"Second: If such procedure fails, the employee, or the employee's representative, shall, in writing, appeal to the general departmental supervisor, who shall render a written decision within forty-eight (48) hours, exclusive of non-work days. (If the immediate supervisor and the general departmental supervisor are the one and same person then the employee proceeds as provided in (3) below.)

"Third: If such procedure fails, the employee, or the employee's representative, shall, in writing, appeal to the Works Manager who shall render a decision within seventy-two (72) hours, exclusive of nonwork days.

"Fourth: If such procedure fails, the employee, or the employee's representative, shall, in writing, appeal to the Union Grievance Commit-

tee and the Personnel Department jointly, who shall both make independent investigations of the grievance and act thereon at their next regularly scheduled meeting following the presenting of the grievance or at a called meeting prior to that time.

"A memorandum of the action taken in this meeting shall be given to the President of the union and a copy retained by the Personnel Department, which record shall be available for inspection by any steward of the union upon request.

"Fifth: If this procedure fails, the employee, or the employee's representative, shall, in writing, appeal to the Union Executive Committee and the President or Vice President of the company jointly, who together shall make disposition of the grievance."

### Extended Leave for Veterans

The Fifth Regional War Labor Board of Detroit, Michigan, has ordered the Toledo Pipe Threading Machine Company to incorporate a clause in its collective bargaining agreement with the UAW (CIO) granting employees of the company in the Armed Forces additional leaves of absence if they are unable, owing to physical disability, to return to work within sixty days after their release from military service. If, however, the veteran accepts other employment during his extended leave of absence, he forfeits his seniority rights with the company.

The clause reads:

"In the event that any such employee is honorably discharged (from the Armed Forces) and reports to work within sixty days after his discharge, but is physically unable to work at the time of reporting for work, he shall have the right to apply for an additional leave of absence for not more than one year with privilege of renewal, provided he is still unable to work. Any employee who has been granted a leave of absence and who does not report at the expiration of such leave, unless properly authorized extension has been granted, shall lose all seniority rights with said company. However, it is understood that if any such person, during such extension, accepts other employment, he thereby forfeits his seniority rights."

### Union Loses Union Shop

The United Brotherhood of Carpenters and Joiners of America (AFL) was denied a union shop contract with the R. K. Griffin Company of Lock Haven, Pennsylvania, because the Regional War Labor Board held that there was "clear irresponsibility of the union during two strike periods." However, the Regional War Labor Board issued a directive granting the union a maintenance of membership provision in the new contract which the union has negotiated with the company. The board decision, which penalizes the union by taking away the union shop clause in its agreement with the company, says in part:

"The hearing officer [of the War Labor Board] found that at the time of both strikes international representatives of the union were present, without attempting to persuade the employees to return to work . . . There is no doubt that the officers and membership of the union have established the irresponsibility of their conduct.

"Under normal circumstances, it is the policy of the National War Labor Board to continue in effect previously negotiated union security provisions."

### Sick Leave with Pay

The question of sick leave with pay is being put forward by some unions in current collective bargaining negotiations. This trend relates in most cases to hourly paid workers. A few mass production industries that have in the past given sick leave with pay only to their salaried workers are now extending that policy to their entire personnel.

The following article is taken from a collective bargaining contract in a California industry. The sick-leave pay allowances in this contract are among the most liberal.

#### *Sick Leave*

"Employees to whom this agreement applies shall be granted a sick-leave allowance for regularly scheduled working days lost because of sickness or injury hereafter occurring, subject to the following provisions:

"(a) Any employee who has completed one (1) year of continuous service with the company shall be allowed one-half the pay he would have received for those scheduled days which the employee would have worked when absent on account of sickness or injury exceeding three days, payment to be made account days lost exceeding three days only; the pay provided herein shall continue only during the period of absence due to the sickness or injury and in any event shall be limited to the benefit period of the employee determined in the manner herein-after set forth; shall be limited to the benefit period of such employee so determined during any year of service . . .

"(b) The benefit period of any employee shall be determined in accordance with the following:

Length of Continuous Service Years	Benefit Period in Weeks
Over 1 but less than 2.	4
Over 2 but less than 3.	5
Over 3 but less than 4.	6
Over 4 but less than 5.	7
Over 5 but less than 6.	8
Over 6 but less than 7.	9
Over 7 but less than 8.	10
Over 8 but less than 9.	11
Over 9 but less than 10.	12
Over 10.	13

Any sick pay allowance heretofore paid by the company to an employee during his current year of service shall be deducted from any benefits payable to him under the provisions hereof at any subsequent time during such year; that is, the total benefit period of any current year shall not exceed the above specified time.

"The maximum benefit time allowed hereunder shall not exceed the time specified above

for the respective periods of continuous service, and there shall be no accumulation from year to year of benefit time.

"(c) In lieu of the pay or allowance provided above any employee absent because of sickness or injury compensable under the California Workmen's Compensation Act shall be allowed benefits within the time limits specified above at a rate equal to the pay he would have received for those scheduled days which the employee would have worked when absent on account of such sickness or injury exceeding three days, payment to be made account days lost exceeding three days only, less all compensation paid currently or retroactively under such Workmen's Compensation Act for the same period as benefits are provided hereunder.

"(d) If a disability occurs while an employee is on vacation and continues beyond the period of the vacation, sick pay allowance shall be paid hereunder after the elapse of three regularly scheduled working days and only for scheduled working days lost subsequent to the termination of the employee's vacation period.

"(e) In the event a disability extends from one service year to another the maximum time for which benefits will be allowed for such disability shall not exceed the total allowance scheduled for the service year in which the absence due to such disability commenced. In the event another disability occurs during the succeeding year, the benefit period for such succeeding year shall be determined without inclusion of the period for which sick-pay allowance has been granted in connection with the disability first mentioned in this subsection (e).

"(f) The company shall have the right to require the employee to support his claim for sick-pay allowance with proper medical evidence. The company reserves the right as a condition of payments hereunder to have an examination made and the treatment checked by a physician of its own selection.

"(g) An employee shall not be entitled to sick-pay allowance when sickness or accident is due to the employee's wilful intention to injure himself or another, venereal disease, intoxication or the use of drugs.

"(h) Sick-pay allowance granted hereunder is terminable upon the death of the employee."

### Legislative Committee Report

The New York State Joint Legislative Committee on Industrial and Labor Conditions, under the chairmanship of Irving M. Ives, Majority Leader of the New York State Assembly, undertook at the beginning of 1938 to improve labor-management relations in New York State. In an article which was written for the February, 1944, edition of *The Monitor*, official publication of the Associated Industries of New York State, Mr. Ives says: "No political party was in control (of the committee) and we represented every shade of current political opinion. Moreover, aside from the laborite member, none of us had more than a slight acquaintance with the subject we were to investigate." Mr. Ives says that the first meeting was a long and stormy one, and

then the committee agreed on four fundamental principles to guide them in their deliberations.

The principles agreed upon read in part:

"1. The right of workers to organize and to bargain collectively, through representatives of their own choosing, should be held inviolate in all worker-employer relationships . . . ;

"2. The right to strike, where the exercise of this right is neither against the public nor harmful to the public welfare, is inalienable in our American system (by the same token and to the same extent, the right to the lockout by an employer is also inalienable in our American system);

"3. The rights and obligations of employers in all worker-employer relationships should be commensurate with the rights and obligations of the workers;

"4. The chief function of government, in dealing with worker-employer relationships, should be to promote good will, to encourage cooperation, and where resort is made to intervention, to be impartial and just, demanding obedience to law by all parties concerned . . . ."

Mr. Ives reports that the committee came to the conclusion that "the British were about a generation ahead of us . . . in the field of industrial and labor relations . . . Again and again representatives of management and labor showed either no knowledge whatever concerning their mutual rights, obligations and responsibilities under the various laws and procedures—national and state—or that their information on these matters was . . . incorrect or limited . . . ."

The committee found that neither labor nor industry had attempted to develop any over-all educational program to improve labor relations between employers and employees.

Mr. Ives went on to say that in spite of real and imaginary obstacles and after more than two years of painstaking work, the committee produced "The American Story of Industrial and Labor Relations" and recommended the establishment of a school of industrial and labor relations to be supported and controlled by the state and associated with one of the state's private colleges or universities.

### Maintenance of Membership Escape Period Dropped

The West Coast Lumber Commission of the War Labor Board issued a maintenance of membership order without an "escape period" to be included in a collective bargaining agreement between the Weyerhaeuser Timber Company and the International Woodworkers of America (CIO). This directive has been approved by the National War Labor Board. In addition, the War Labor Board Lumber Commission includes in its directive a clause which

states: "So far as is consistent with the law, the employer agrees to recommend to all new employees . . . who are found satisfactory to the employer after a probationary period of twenty-one day's work to join the union recognized as the sole collective bargaining agency." The industry members of the National War Labor Board went along with the public and labor members in approving the dropping of the "escape

period" clause and the "inclusion of a recommendation from the employer that workers join the union."

There is a large percentage of union and closed shop contracts and a "high degree of unionization" in the lumber industry of the Pacific Northwest.

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## Wage and Salary Stabilization

**T**HE CHICAGO Regional War Labor Board on March 8 announced revised stabilized going rates for office workers in the Chicago labor market under three separate industry designations—metal working, manufacturing other than metal working and nonmanufacturing. Weekly ranges and single rates on six selected jobs in the metal-working industry follow:

	Range for 40-Hour Week	Weekly Single Rate
Copy typist, class B . . .	\$20.00-\$25.00	\$22.50
Copy typist, class A . . .	22.00- 29.00	25.50
Stenographer, class B . . .	22.00- 29.00	25.50
Statistical typist . . . . .	23.00- 30.00	26.50
Stenographer, class A . . .	27.50- 35.00	31.25
Secretary. . . . .	30.00- 40.00	35.00

The Detroit Regional War Labor Board on March 13 issued going rates for white-collar occupations in twelve cities in Michigan. Single rates on six selected jobs in terms of weekly wages in the Detroit area are as follows:

	Weekly Single Rate
Typist, class B . . . . .	\$26.00
Stenographer, class B . . . . .	30.00
Typist, class A . . . . .	32.00
Stenographer, class A . . . . .	34.00
Secretary, class B . . . . .	36.00
Secretary, class A . . . . .	40.00

The Philadelphia Regional War Labor Board on March 7 directed the Deep Water Steamship Lines Association of Philadelphia, and the International Longshoremen's Association (AFL) that the following rates are to be paid for designated operations at Hog Island:

	Hourly Rate
Handling explosives and damaged cargo	\$2.50
Travel time. . . . .	1.25
Overtime. . . . .	3.75

### INCENTIVES

The Electric Boat Company launched two submarines each month during 1943 at its shipyard in Groton, Connecticut. Early in February the War Labor Board approved an incentive plan proposed jointly by the company and the Shipbuilding and Marine Engineers Union of Groton, Connecticut,

in which employees were offered a bonus of 10% for each increase of 15% in efficiency. The plan is a plant-wide incentive. Clerks, stenographers and indirect workers such as machinists and carpenters are included in the plan. Only supervisors and executives are excluded. It was believed by the company to be the first time that a shipbuilding company had applied a bonus of this kind.

The company announced on March 29 that bonus earnings in February amounted to 5% and recalculations of January production would provide an additional 2%.

Somewhat similar is the plan of the Aviation Products Division of Firestone Tire & Rubber Company, which the WLB approved in February. It was a joint proposal of the company and the United Rubber Workers (CIO). The performance standard is based upon the average number of direct labor hours required to produce a set of wing panels and is related to the production during a four-week period in the fall of 1943. As in the case of the Electric Boat Company, the plan provides a bonus of 10% for each 15% increase in efficiency.

The War Labor Board Shipbuilding Commission has stated that in general it does not favor separate incentive plans for supervisory employees. It is feared that lowered quality and undue speed-up in production would follow their introduction. Nevertheless, the Shipbuilding Commission has approved an incentive plan for assistant welding foremen at the Neville Island Station of the Pittsburgh-Des Moines Company in which increased production will result in a percentage increase of one-fourth as much as the welders get under their direction. This plan was approved, it is said, to help maintain a proper balance between the earnings of the assistant foremen and journeymen welders.

The foundry wage question in the Pacific Northwest area has presented special difficulties during the past two years. This question, along with various related issues, is now before the National War Labor Board for the third time. The board denied

on March 2 an increase to 6,000 members of the International Molders and Foundry Workers Union (AFL) employed in eighty-three Washington and Oregon foundries (constituting the Pacific Northwest foundry industry). At the same time, it was directed that the union and the companies agree upon a "premium pay" plan.

The Detroit Regional War Labor Board has also encountered wage difficulties in the foundry industry. Technical difficulties were encountered in the operation of a wage incentive plan at the Campbell, Wyant, and Cannon Foundry Company of Muskegon Heights, Michigan, claimed to be the largest job foundry in the country. One of the main problems of the Regional board panel investigating this case was the question of retiming jobs when technological changes are made. The panel states that even though changes were made in equipment involving expenditures of over \$1 million, incentive rates remained the same. Output increased without corresponding greater effort. The directive order of February 21 (Case No. 111-3636-D) includes the following provisions:

"Timing rates of \$1.05, \$1.12, \$1.19, \$1.25, \$1.29 and \$1.35 shall be established corresponding to the base rates of 75¢, 80¢, 85¢, 89¢, 93¢, and 96¢ . . . .

"The new base and timing rates shall be used only for new jobs unless the parties otherwise agree or the board otherwise directs.

"Piece rates should be set, using the base rates and timing rates as set forth above, on the basis of time studies of an average operator working at a normal pace. This normal pace should not be the pace of the fastest worker; it should represent the average unrestricted performance of the average worker. It should represent the performance of the average worker working efficiently at a job which has been subjected to adequate motion study; it should not represent the performance of an untrained or inefficient worker on a job which will require weeks for the development of coordinated effort. On group incentive jobs, time studies must be taken with extreme care and the group must operate regularly with the number of men assigned for the time study. This means that the normal worker, operating with the normal effort, should earn the timing rates. Poorer workers should earn less, better workers more.

"The timing rates are the expected earnings level, but are not to be regarded as production ceilings. Piece-work prices are not to be adjusted upwards to take care of poorer workers, except in cases of an emergency and then only temporarily. If production increases through the efforts of the workers, earnings are expected to increase in proportion, beyond the level of the timing rates. Rates may not be reset solely for the purpose of keeping earnings to this level.

"The company shall re-time and reset rates whenever there are changes in methods, materials, tools, or equipment, subject to the right of the union to protest such changes through

grievance channels. Rates may be reset on the occasion of a major change, or for an accumulation of minor changes over a period of time. If only part of a job has changed, only the change in that part of the job should be reflected in a changed standard and a changed rate."

#### NEW TREASURY REGULATIONS

The Commissioner of Internal Revenue, Joseph D. Nunan, Jr., on April 3 issued a comprehensive set of rules to guide employers in determining what types of salary increases they may grant without official approval under existing salary-stabilization regulations. The new rules do not initiate any change in policy but merely set forth in new form the policies which have been previously formulated. Sections 9 and 10 of the new instructions are reproduced below.

##### *Detailed Description of Salary Policy or Plan*

"9. The following information is required in submitting applications for approval of salary rate schedules.

"(a) Full description of the positions included in each salary rate range. If more than one type of position is included in a particular salary rate range, such description should show clearly that the duties and responsibilities of the position and the qualifications required of the incumbents are similar or equivalent—such as foremen, group leaders, etc.

"(b) The number of employees of each position included in each salary rate range. Ordinarily the number of employees in any salary rate range should not be less than ten. If any salary rate range contains less than ten employees, the employer should indicate how the separate rate ranges may be advantageously combined. See paragraph 12.

"(c) The minimum and maximum salary rates in each salary rate range paid during the test period. Ordinarily salary rate ranges are not applicable to positions paying in excess of \$7,500 per annum. See paragraph 11(c).

"(d) The employer's policy with respect to salary increases due to promotions from one salary rate range to another.

"(e) The employer's policy with respect to frequency and amount of merit and length-of-service increases, the manner in which such increases are determined, and by whom they are authorized. Also the number and percentage of the employees in each salary rate range who were granted such increases each year during the test period.

"(f) The average salary paid in each salary rate range at the beginning of each year during the test period.

##### *Substantiation of Established Salary Policy*

"10. An employer who relies on his past practices as evidence of a salary policy or salary rate schedule in effect October 3, 1942, as a basis for salary increases, not specifically approved by the Commissioner, should have

available a detailed analysis of his personnel and pay records for the test period, and years subsequent thereto, to show the following:

"(a) The positions actually represented in the employer's establishment in each year.

"(b) The number of employees in each position actually employed at the beginning of each year and as of October 3, 1942.

"(c) The minimum and maximum rates actually paid in each year in each position. Unusually high or low rates paid to a few employees for special reasons will not be regarded as establishing a rate range.

"(d) The number and percentage of the

employees in each salary rate range who were granted increases each year.

"(e) The reasons why such increases were granted each year, showing separately (1) promotions, (2) merit increases, (3) length of service increases, and (4) increases for other reasons (specifying reasons).

"(f) The procedure followed in making such increases and by whom authorized.

"(g) The average salary paid in each salary rate range at the beginning of each year and as of October 3, 1942."

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## Vacation Allowances for Inductees

ONE of the wartime problems receiving the attention of company executives is that of vacation allowances for employees about to be inducted into the Armed Forces.

The trend in vacation policy is to give special consideration to the inductee because of the personal sacrifice he is called upon to make for his country. Generally, companies with formal vacation plans make full allowances in vacation pay to these employees, even though the employee at the time of his induction might not qualify for a regular vacation. Other companies are less liberal.

The following are provisions made by seven companies for vacation policies for employees soon to go into military service.

##### *New Bedford Cotton Manufacturers' Association and Textile Workers' Union of America (CIO)*

"Any employee whose employment began four months or more prior to the eligibility date and who is inducted and accepted into the Armed Forces of the United States before the eligibility date shall be entitled to such vacation pay as he would have received had he remained in the employ of the company on the eligibility date."

##### *Coleman Lamp and Stove Company and Coleman Employees Federation (Independent)*

"The vacation rules shall be extended to allow vacation pay to any employee who leaves the service of the company to

enter any branch of the Armed Forces of the United States, either by draft or enlistment, who would have become eligible for vacation pay within two weeks from the date of his leaving our service."

##### *Company "A" and United Electrical Radio and Machine Workers of America (CIO)*

"Any employee qualifying for a vacation entering military service on or before May 1, 1943, shall receive vacation pay in the amount of  $\frac{1}{2}$  of the vacation for which the worker qualifies for each full calendar month worked during the current vacation year. Wages will be based on average hourly earnings, exclusive of overtime or night shift premiums for the last six weeks of his employment."

##### *Company "B" and International Association of Machinists (AFL)*

"Any employee who enters voluntarily or by conscription into the Armed Services of the government having been in the employ of the company for less than six months of a given year shall receive five days of vacation pay and any employee so entering the Armed Services who has been in the employ of the company for six months or more in a given year shall receive ten days of vacation pay. The 'given year' for the purpose of determining vacation pay shall be August 1 of one year to July 31 of the next year."

##### *Company "C" and United Rubber Workers of America (CIO)*

"Employees who are granted leaves of absence from the company for service in the Armed Services from January 1, 1943, to May 1, 1944, inclusive, shall be paid their 1944 vacation pay according to their eligibility as follows:

1. Such employees as have two years' continuous service on December 31 previous to the date the leave of absence is granted will be paid 2% of their straight-time earnings from January 1, 1943, to the date of the leave of absence, inclusive.

Accompanying this copy of *The Management Record* is the Conference Board Report, "A Critical Analysis of the Meany-Thomas Report on the Cost of Living." The analysis is of the "Recommended Report" of the labor members of the Presidential Committee on the Cost of Living.

2. Such employees as have five years' continuous service on December 31 previous to the date the leave of absence is granted will be paid 4% of their straight-time earnings from January 1, 1943, to the date of the leave of absence, inclusive."

*Company "D" and International Association of Machinists (AFL)*

"Each employee who leaves or has left the service of the company to enter the Armed Forces of the United States between July 1, 1942, and June 30, 1943, inclusive, shall receive extra pay in lieu of vacation equal to eight (8) work hours at his rate of pay (including shift differential if applicable) prevailing on the date of service termination, multiplied by the number of months or major fraction (sixteen (16) calendar days or more) thereof that he has worked between July 1,

1942, and the date of service termination inclusive."

*Marvel-Schebler Carburetor Company<sup>1</sup> and United Automobile Workers (AFL)*

"Any employee entering military service after April 1, 1943, and before March 31, 1944, who has not qualified for such vacation payment under the 1,500 hour requirement at the time of his leaving the company shall be paid in lieu thereof two and one-half per cent (2½%) of his total earnings from April 1 or to such date of departure, if his seniority is over one (1) year but less than five (5) years at time of departure, and double that amount if his seniority is five (5) years or more."

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## Review of Labor Statistics, February-March, 1944

CHANGES in living costs continue to be of considerable national interest. Both the CIO and the AFL are pleading before panels of the War Labor Board for the elimination of the "Little Steel" formula as a basis for wage adjustments, or at least for its modification to allow for recent increases in living costs. Their request is largely predicated on the claim that living costs have advanced more rapidly than wage rates since the base date of the formula, January, 1941, and that wage earners are consequently suffering hardship. It is claimed that the "hold-the-line" order of October 3, 1942, resulted in freezing wages but not living costs.

Although their statements are based on the index of living costs of the Bureau of Labor Statistics there is some feeling in labor circles that the Bureau's index does not fully reflect the increases that have occurred and that the gap between wage-increase and living-cost rises is greater than is indicated by the official figures.

According to the index of the Bureau of Labor Statistics, the official yardstick, living costs rose 22.7% from January, 1941, to February, 1944. According to THE CONFERENCE BOARD's index, the rise has been 20.2%. In January, the labor members of the Presidential Committee on the Cost of Living released a report which alleged that living costs had risen 43.5% from January, 1941, to December, 1943. On the strength of these findings, Messrs. Meany and Thomas state: ". . . we conclude that the BLS cost of living index is not an adequate instrument for making wage adjustments." The Bureau of Labor Statistics has since published a reply to the Meany-Thomas re-

port to show that most of the criticism leveled at the Bureau's index is unfounded and that the labor members of the President's Committee have failed to discredit the government index.

THE CONFERENCE BOARD has had considerable interest in these proceedings for several reasons. The Board has had long experience in the field of living costs studies, having inaugurated the first national index of living costs in this country. The Board has a vast amount of data on this subject which was not considered by the labor members during their investigation, although they claim to have reviewed "all the available statistical data bearing on changes in living costs." The Board feels that its data on changes in the cost of living are pertinent to this important problem and of public interest at this time, and knows that they were fully accessible to the labor members if they chose to use them. For these reasons, the Board has prepared its own analysis of the Meany-Thomas report. This special analysis appears as a Conference Board Report, and is being mailed with this issue of *The Management Record*.

### LIVING COSTS

According to the Board's findings, no change has taken place in the wartime living costs of families of wage earners and lower-salaried clerical workers from mid-February to mid-March. Since the first of the year there has been a decline of 0.5% in over-all living costs for these families. A decline of 1.7% in the cost of food has offset increases in the cost of all other items in the budget, except housing which has remained unchanged for over a year.

### WAGES AND HOURS

Hourly earnings, weekly earnings and "real" weekly earnings of wage earners in the twenty-five manufacturing industries regularly studied by THE CONFERENCE BOARD advanced from January to February, reaching new all-time peaks. Hourly earnings rose 0.2% to a point 38.1% above the level of January, 1941, and 77.6% above the level of the 1929 average. Weekly earnings advanced 1.3% and are now 57.3% and 68.7% above the January, 1941, and 1929 levels. "Real" weekly earnings (weekly earnings adjusted for the changes in living costs) showed a rise of 1.7% from January to February, 30.8% since January, 1941, and 63.2% from the level of 1929. "Real" hourly earnings showed a gain of 0.6%, 14.7%, and 71.7%.

A slight decline of 0.2% occurred in employment in February. The year-period drop was 0.1%. Employment, therefore, seems to have become considerably stabilized in these industries. Hours worked per week per wage earner, however, have continued to advance. The January-February increase was 1.1% and the year-to-year gain was 2.7%. As a result, total man hours worked and payrolls have shown monthly and annual gains. Payrolls are at a point only 0.1% below the all-time high of November, 1943, after a 9.7% annual increase from February, 1943, to February, 1944.

### WORLD WAR COMPARISONS

The Board's study of changes in living costs and wages in two wars which first appeared in *The Management Record* for March, 1942, has been brought up to date.

### Changes in Living Costs and Wages in World War Periods

Item	July, 1914- Nov., 1918	Sept., 1939- Jan., 1944	July, 1914- Sept., 1939
	% Increase (The Conference Board)		
Cost of living.....	n.a.	+21.7	+ 39.3
Avg. weekly earnings...	n.a.	+71.9	+117.5
"Real" weekly earnings...	n.a.	+41.2	+ 56.1
Avg. hourly earnings...	n.a.	+44.7	+192.3
"Real" hourly earnings...	n.a.	+18.9	+109.8
% Increase (Bur. of Labor Statistics)			
Cost of living.....	+61.8	+23.4	+ 40.3
Avg. weekly earnings...	+88.3	+88.7	+108.6
"Real" weekly earnings...	+16.4	+52.9	+ 48.7
Avg. hourly earnings...	n.a.	+59.4	n.a.
"Real" hourly earnings...	n.a.	+29.2	n.a.

n.a. Not available.

It now covers fifty-three months of both World War I and World War II. As World War I ended in the fifty-third month, the figures for the early period cover that entire war.

According to figures prepared by the Bureau of Labor Statistics, living costs rose 61.8% during the first war and only 23.4% in the corresponding period of World War II. Weekly earnings advanced 88.3% in the first and 88.7% in the second war. It is apparent that the relative advances in weekly earnings have been the same in both wars, despite the fact that living costs have been much better controlled in this war. As a result, "real" weekly earnings showed a rise of 16.4% in the last war and 52.9% in this one. In the period between the two wars, living costs advanced 40.3%, while weekly earnings, despite the diminishing length of the work week, rose 108.6%, with

a net gain of 48.7% in "real" weekly earnings. Wage earners, did not, therefore, relinquish the gains made during the last war, but continued to improve their earning capacity. All the gains made in this war have been upon a much higher relative level than those made in the last war.

The Board's figures, which, because they are not available on a monthly basis for the last war, cannot be used in a two-war comparison, do agree closely with the Bureau's figures for World War II, although the wage data cover only twenty-five manufacturing industries.

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## Payroll Statistics in Manufacturing

AVERAGE hourly and weekly earnings and "real" weekly earnings rose to new peaks in February, according to the regular monthly survey of labor statistics in twenty-five manufacturing industries conducted by THE CONFERENCE BOARD. The average number of hours worked in one week in February, while higher than in any other month in recent years, was lower than the prevailing levels before May, 1930. Man hours worked and payrolls disbursed rose in February but were below the peaks reached in the latter part of 1943. Employment declined in February for the third consecutive month and was lower than it had been in the same month of 1943. Wage-rate increases granted in February were on the average higher than they had been in any month since July, 1943.

### WAGE-RATE CHANGES

Wage-rate increases averaging 8.7% were granted to 0.9% of the wage earners in the twenty-five manufacturing industries in February. They averaged 0.1% for all workers and were greater than in any other month since July, 1943. The January-to-February increase resulted from rises in sixteen of the individual industries which ranged from 6.8% granted to less than 0.1% of the workers in the foundries industry to 4.6% granted to 21.0% of the wage earners in the silk and rayon industry. Other large wage-rate increases were 9.5% granted to 7.4% of the wage earners in the machine and machine tool industry and 16.1% to 2.1% of the wage earners in the furniture industry.

### HOURLY EARNINGS

Average hourly earnings of wage earners in the twenty-five manufacturing indus-

tries advanced 0.2% to a new peak of \$1.048 in February. The rise resulted from both the wage-rate increases granted, which averaged 0.1% for all wage earners, and the longer working hours for which premium overtime rates were paid. Except for January, 1940, when they declined slightly and for July, 1940, and August

### Wage-rate Increases and Workers Affected

Source: THE CONFERENCE BOARD

Date	25 Manufacturing Industries	
	Wage Earners Affected	Wage-rate Increase
1943		
February.....	1.8%	7.6%
March.....	0.9	6.0
April.....	0.6	5.9
May.....	1.3	7.9
June.....	0.7	6.9
July.....	1.1	7.8
August.....	0.3	7.0
September.....	0.8	6.9
October.....	0.3	6.7
November.....	1.4	5.4
December.....	1.4	4.1
1944		
January.....	0.9	5.9
February.....	0.9	8.7

and October, 1943, when they remained unchanged, hourly earnings have risen in each successive month since August, 1939, with an aggregate rise of 45.6%. The increase since February, 1943, has amounted to 6.7% and since January, 1941, the base date of the Little Steel formula, to 38.1%.

### WEEKLY EARNINGS

For the first time since these data were collected, all wage earners in the twenty-five manufacturing industries in February averaged more than \$48 for a week's work.

The February average of \$48.16 was 1.3% more than the January average. Although weekly earnings declined in seven different months in the period since August, 1939, and remained unchanged in two others, their aggregate increase was 76.5% in the entire period. In the past year, weekly earnings have risen 9.8% and since January, 1941, the advance has been 57.3%.

"Real" weekly earnings, or dollar weekly income adjusted for changes in the cost of the goods and services ordinarily purchased by wage earners' families (as measured by the Board's cost of living index on prewar budgets), advanced 1.7% in February to a new peak. Both the 0.4% decline in living costs and the 1.3% rise in dollar weekly earnings from January to February contributed toward the rise. While the month-to-month changes in "real" weekly earnings have been varied —there were declines in thirteen of the months since August, 1939—the general trend has been upward and the aggregate increase since that date has been 43.2%. Since February, 1943, they have advanced 8.0% and since January, 1941, 30.8%.

### HOURS PER WEEK

An increase of 0.5 hours, or 1.1%, in the length of the work week in February, in conjunction with fractional increases in August, September and October, 1943, and January, 1944, was sufficient to offset the effect of the declines that had occurred in June, July and December, 1943, and raise the average of working hours to 45.7, a new peak for recent years. In the months before May, 1930, however, working hours were considerably higher. Since August, 1939, the number of hours worked in one week has varied considerably—with declines in six months of 1940, three months of 1941, two months of 1942 and three months of 1943. But the increases have exceeded the declines and the total rise for the period amounts to 1.2 hours, or 20.6%. The increase in working hours since February of last year was 1.2 hours, or 2.7%, and since January, 1941, it has been 5.5 hours or 13.7%.

### EMPLOYMENT

The number of employed wage earners in these industries was reduced 0.2% in February. This was the third consecutive month in which lower employment was recorded. Declines in employment in February were shown in fourteen of the twenty-five industries. They ranged from 0.1% in iron and steel and 0.2% in both the chemical and other foundries industries to 2.0% in the automobile and 3.4% in the machine and machine tool industries. While the January-to-February decline was only fractional, its effect com-

## EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employ- ment	Total Man Hours	
					Actual	Real a	Actual	Real a				
1943 February.....	\$ .982	\$43.85	44.5	42.3	181.5	178.3	164.8	161.9	90.4	148.0	133.8	243.9
March.....	.987	44.30	44.7	42.6	182.4	177.4	166.5	162.0	90.9	148.4	134.9	247.1
April.....	.998	45.02	44.9	42.8	184.5	177.9	169.2	163.2	91.3	147.7	134.9	249.8
May.....	1.009	45.92	45.3	43.0	186.5	179.3	172.6	166.0	92.1	147.5	135.8	254.6
June.....	1.016	46.16	45.2	43.1	187.8	180.6	173.5	166.8	91.9	148.6	136.6	257.8
July.....	1.020	46.14	45.0	43.1	188.5	183.4	173.4	168.7	91.5	148.6	136.0	257.7
August.....	1.020	46.25	45.1	43.2	188.5	183.9	173.8	169.6	91.7	148.8	136.4	258.6
September.....	1.036	47.13r	45.3	43.5r	191.5	186.1	177.1	172.1	92.1	149.5	137.7	264.8
October.....	1.036	47.47r	45.5	43.6	191.5	185.0	178.4r	172.4r	92.5	149.7	138.5	267.1r
November.....	1.041	47.58	45.5	43.6	192.4	185.9	178.8	172.8	92.5	149.8	138.6	267.8
December.....	1.045	47.15	45.1	43.7	193.2	185.9	177.2	170.5	91.7	149.6	137.2	265.1
1944 January.....	1.046r	47.56r	45.2	43.7r	193.3r	186.0r	178.7r	172.0r	91.9	148.1r	136.1r	264.7r
February.....	1.048	48.16	45.7	43.9	193.7	187.1	181.0	174.9	92.9	147.8	137.3	267.5

\*Revised.

See footnotes on page 101.

## EARNINGS AND HOURS, ALL WAGE EARNERS, FEBRUARY, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.
Agricultural implement.....	\$1.119	\$1.115	\$52.97	\$52.32	47.3	46.9	47.4	47.4
Automobile <sup>1</sup> .....	1.299	1.295r	59.81	60.25r	46.0	46.5r	43.6	43.4
Boot and shoe.....	.719	.720	29.97	29.59	41.7	41.1	42.1	42.2
Chemical.....	1.086	1.078	49.49	48.81	45.6	45.3	45.9	45.8
Rayon and allied products.....	.938	.936	40.24	40.44	42.9	43.2	46.1	46.1
Cotton—North.....	.767	.769	33.41	33.03	43.6	43.0	40.9	40.9
Electrical manufacturing.....	1.105	1.099r	51.45	50.89r	46.6	46.3	42.5	42.4r
Furniture <sup>2</sup> .....	.976	.975	45.60	44.03	46.7	45.1	45.7	45.9
Hosiery and knit goods.....	.808	.806	33.59	32.66	41.6	40.5	41.2	41.7
Iron and steel <sup>3</sup> .....	1.161	1.165	54.58	53.21	47.0	45.7	42.9	42.8
Leather tanning and finishing.....	.882	.870	39.38	38.26	44.6	44.0	43.3	43.3
Lumber and millwork.....	1.077	1.078	48.34	48.37	44.9	44.9	46.9	46.9
Meat packing.....	.913	.914	45.85	46.98	50.2	51.4	41.7	41.6
Paint and varnish <sup>4</sup> .....	1.000	1.000	47.78	47.15	47.4	47.2	43.3	43.2
Paper and pulp.....	.890	.895	42.39	42.41	47.6	47.4	44.5	44.1
Paper products.....	.831	.828	36.58	36.40	44.0	44.0	42.9	43.0
Printing—book and job.....	1.037	1.027r	44.69	43.89r	43.1	42.7r	41.0	40.9
Printing—news and magazine.....	1.130	1.122	46.31	46.02	41.0	41.0	40.8	40.8
Rubber.....	1.184	1.191	54.96	55.19	46.4	46.3	46.8	45.8
1. Rubber tires and tubes.....	1.300	1.300	60.66	60.34	46.7	46.4	46.8	46.5
2. Other rubber products.....	1.015	1.033	46.72	47.72	46.0	46.2	46.9	44.7
Silk and rayon.....	.765	.761	33.73	32.59	44.1	42.8	41.9	42.0
Wool.....	.903	.900r	39.56	38.51r	43.8	42.8	42.5	41.6
1. Woolen and worsted goods.....	.893	.886r	39.12	37.74r	43.8	42.6	42.3	40.8
2. Other woolen products <sup>5</sup> .....	.919	.922	40.26	39.73	43.8	43.1	43.0	43.0
Foundries and machine shops.....	1.163	1.157	55.68	54.67	47.9	47.2	45.1	45.0
1. Foundries.....	1.120	1.120	52.80	52.36	47.2	46.8	44.0	44.0
2. Machines and machine tools.....	1.138	1.129	56.21	55.69	49.4	49.3	47.5	47.4
3. Heavy equipment.....	1.254	1.245	59.34	57.30	47.3	46.0	45.7	45.6
4. Hardware and small parts.....	1.075	1.066	50.95	49.05	47.4	46.0	43.8	43.8
5. Other products.....	1.146	1.144	54.96	54.67	48.0	47.8	44.3	44.2
25 INDUSTRIES.....	\$1.048	\$1.046r	\$48.16	\$47.56r	45.7	45.2	43.9	43.7r
Cement.....	\$ .852	\$ .855	\$35.34	\$35.50	41.5	41.5	42.0	42.0
Petroleum refining.....	1.265	1.275	57.82	57.25	45.7	44.9	43.6	43.5
27 INDUSTRIES.....	\$1.050	\$1.047r	\$48.19	\$47.61r	45.7	45.2r	43.8	43.7
Aircraft.....	\$1.151	\$1.134r	\$53.00	\$51.29r	46.1	45.2r	48.5	48.4
Shipbuilding.....	1.318	1.303	60.31	58.38	45.8	44.8	47.7	47.7

See footnotes on page 101.

## EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, FEBRUARY, 1944

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	Average Earnings								Employment	Total Man Hours Worked	Payrolls					
	Hourly, Actual		Weekly													
			Actual		Real a											
	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.	Feb.	Jan.				
Agricultural implement.....	201.3	200.5	192.5	190.2	186.0	183.1	201.2	195.6	192.3	185.2	387.3	372.0				
Automobile <sup>1</sup> .....	205.5	204.9 <sup>r</sup>	198.4	199.9 <sup>r</sup>	191.7	192.4 <sup>r</sup>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.				
Boot and shoe.....	145.3	145.5	132.6	130.9	128.1	126.0	87.4	85.8	79.9	77.3	115.9	112.3				
Chemical.....	213.4	211.8	188.9	186.3	182.5	179.3	181.3	181.6	160.5	159.8	342.5	338.3				
Cotton—North.....	172.4	172.8	157.3	155.5	152.0	149.7	41.7	42.2 <sup>r</sup>	38.0	38.0 <sup>r</sup>	65.6	65.6 <sup>r</sup>				
Electrical manufacturing.....	194.5	193.5 <sup>r</sup>	189.9	187.9 <sup>r</sup>	188.5	180.8 <sup>r</sup>	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.				
Furniture <sup>2</sup> .....	188.8	188.6	182.8	176.5	176.6	169.9	160.6	159.4	155.6	149.2	293.6	281.8				
Hosiery and knit goods.....	211.5	211.0	190.1	184.8	183.7	177.9	82.1	82.6	73.7	72.3	156.1	152.6				
Iron and steel <sup>3</sup> .....	194.8	195.5	159.5	155.5	154.1	149.7	120.2	120.3	98.0	95.3	191.7	187.1				
Leather tanning and finishing.....	181.5	179.0	170.0	165.2	164.3	159.0	72.7	72.7	68.1	67.2	123.6	120.1				
Lumber and millwork.....	227.7	227.9	206.4	206.5	199.4	198.7	57.2	57.5	51.9	52.2	118.1	118.7				
Meat packing.....	193.0	193.2	194.8	199.6	188.2	192.1	134.7	137.2	136.0	141.9	262.4	273.9				
Paint and varnish <sup>4</sup> .....	178.9	177.3	174.6	172.3	168.7	165.8	135.9	134.3	132.5	130.4	237.3	231.4				
Paper and pulp.....	176.6	177.6	162.5	162.6	157.0	156.5	114.2	113.9	104.9	104.2	185.6	185.2				
Paper products.....	182.2	181.6	168.0	167.1	162.3	160.8	178.4	177.9	164.8	164.4	299.7	297.3				
Printing—book and job.....	158.8	157.8 <sup>r</sup>	149.2	146.5 <sup>r</sup>	144.2	141.0 <sup>r</sup>	123.8	125.4 <sup>r</sup>	116.2	116.6 <sup>r</sup>	184.7	183.7 <sup>r</sup>				
Printing—news and magazine.....	163.1	161.9	148.3	147.4	143.3	141.9	122.3	122.7	111.4	111.8	181.4	180.9				
Rubber.....	189.1	190.3	196.1	196.9	189.5	189.5	124.6	124.9	129.1	129.0	244.3	245.9				
Silk and rayon.....	154.2	153.4	146.5	141.5	141.5	136.2	88.4	87.0	83.8	80.0	129.5	123.1				
Wool.....	178.8	178.2 <sup>r</sup>	165.0	160.7 <sup>r</sup>	159.4	154.7 <sup>r</sup>	75.0	73.9	69.2	66.6	123.8	118.8				
Foundries and machine shops.....	203.0	201.9	196.3	192.7	189.7	185.5	241.2	241.6	233.0	230.0	473.5	465.6				
1. Foundries.....	189.8	189.8	178.3	176.8	172.3	170.2	152.2	153.4	143.1	143.0	271.4	271.2				
2. Machines and machine tools.....	207.3	205.6	205.9	204.0	198.9	196.3	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.				
3. Heavy equipment.....	187.2	185.8	179.7	173.5	173.6	167.0	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.				
4. Hardware and small parts.....	210.0	208.2	205.4	197.7	198.5	190.3	210.1	210.7	205.3	199.7	431.5	416.6				
5. Other products.....	204.6	204.3	201.1	200.0	194.3	192.5	273.8	274.4	269.4	268.9	550.6	548.8				
25 INDUSTRIES.....	193.7	193.3 <sup>r</sup>	181.0	178.7 <sup>r</sup>	174.9	172.0 <sup>r</sup>	147.8	148.1 <sup>r</sup>	137.3	136.1 <sup>r</sup>	267.5	264.7 <sup>r</sup>				

NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 industries." See footnotes on page 101

bined with that of slightly lower employment in April, May and December, 1943, and the 1.0% decline in January, 1944, reduced the average 0.1% below that of February, 1943. February, 1944, was the first month since January, 1939, in which employment was lower than it had been a year earlier. However, the index of 147.8 (1923=100) in February was 35.5% above that in January, 1941, and 75.5% more than the August, 1939, index.

## MAN HOURS

Total man hours rose 0.9% in February because the effect of the increase in weekly working hours more than offset the effect of the fractional decline in employment from January to February. At 137.3 (1923=100) in February, total man hours worked exceeded those a year before by 2.6%, those in January, 1941, by 54.1% and those in August, 1939, by 111.9%. They had been exceeded only in September, October, and November, 1943.

## PAYROLLS

Total payrolls rose 1.1% in February. The February level of 267.5 (1923=100) was only 0.1% below the peak attained in

November, 1943. Payrolls in February, 1944, exceeded those in February of last year by 9.7%, those in January, 1941, by 113.1% and those in August, 1939, by 209.6%.

## CEMENT

A reduction in the average number of hours worked in one week by skilled workers in the cement industry served to lower the average hourly earnings of this group of workers, as well as the average for all wage earners in February. A lengthening of the work week of unskilled workers counterbalanced the effect of the shorter week of skilled wage earners and the average for all workers remained unchanged in February. Average weekly earnings declined fractionally from January but were higher than during any other month except July, August and October, 1943.

## PETROLEUM

A shift in employment in wage earners in the petroleum-refining industry was responsible for the seeming discrepancy of lowered hourly earnings and raised working hours in February. Attainment of greater skill by a portion of the workers

classified as unskilled in January resulted in the highest paid unskilled workers being shifted to the semi-skilled and skilled group in February. Thus, hourly earnings of the unskilled group declined as did those of the skilled group. Employment of extra workers in the skilled category at lower basic rates was also a contributory factor in the decline in hourly earnings of the skilled group and was entirely responsible for the reduced hourly earnings of all wage earners combined. In the weekly earnings of both groups, the effect of longer hours of work offset the decreased hourly earnings and weekly earnings rose. In fact, the averages for the skilled workers and for "all wage earners" were at new peak levels in February.

## AIRCRAFT

Average hourly earnings in the aircraft industry show the effect of longer working hours and larger premium overtime payments, in rising 1.5% to a new peak of \$1.151. The same trend was reflected in the earnings and hours of the individual labor groups. Average weekly earnings rose 3.3% to a new high of \$53.00.

## EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, FEBRUARY, 1944

NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	ALL MALE						FEMALE							
	Average Earnings				Average Hours per Week per Wage Earner	Average Earnings				Average Hours per Week per Wage Earner				
	Hourly		Weekly			Hourly		Weekly						
	Feb.	Jan.	Feb.	Jan.		Feb.	Jan.	Feb.	Jan.		Feb.	Jan.		
Agricultural implement.....	\$1.143	\$1.138	\$54.46	\$53.89	47.6	47.4	\$ .935	\$ .930	\$42.25	\$40.71	45.2	43.8		
Automobile <sup>1</sup> .....	1.350	1.351 <sup>r</sup>	62.98	64.13 <sup>r</sup>	46.6	47.5 <sup>r</sup>	1.114	1.102 <sup>r</sup>	49.03	48.07 <sup>r</sup>	44.0	43.6 <sup>r</sup>		
Boot and shoe.....	.862	.862	36.80	36.30	42.5	42.1	.601	.597	24.66	24.04	41.0	40.3		
Chemical.....	1.177	1.167	54.50	53.70	46.3	46.0	.755	.750	32.43	32.10	43.0	42.8		
Rayon and allied products.....	1.038	1.033	47.75	47.83	46.0	46.3	.707	.711	27.57	28.01	39.0	39.4		
Cotton—North.....	.839	.841	38.91	38.68	46.4	46.0	.672	.669	27.11	26.37	40.4	39.4		
Electrical manufacturing.....	1.253	1.247 <sup>r</sup>	60.68	59.90 <sup>r</sup>	48.4	48.0	.859	.850 <sup>r</sup>	37.58	37.09 <sup>r</sup>	43.8	43.6		
Furniture <sup>2</sup> .....	1.040	1.040	49.39	48.20	47.5	46.3	.831	.822	27.52	24.91	45.1	42.5		
Hosiery and knit goods.....	1.102	1.083	49.30	47.99	44.7	44.3	.680	.682	27.46	26.61	40.3	39.0		
Iron and steel <sup>3</sup> .....	1.178	1.182	55.78	54.43	47.4	46.0	.909	.890	38.14	36.16	42.0	40.6		
Leather tanning and finishing.....	.905	.894	41.09	40.00	45.4	44.7	.730	.712	29.36	28.33	40.2	39.8		
Lumber and millwork.....	1.096	1.096	49.29	49.28	45.0	45.0	.837	.855	36.52	37.47	43.6	43.8		
Meat packing.....	.962	.962	49.74	50.99	51.7	53.0	.704	.713	31.44	32.37	44.7	45.4		
Paint and varnish <sup>4</sup> .....	1.036	1.028	49.52	48.95	47.8	47.6	.807	.796	36.10	35.10	44.7	44.1		
Paper and pulp.....	.915	.920	44.32	44.83	48.5	48.2	.667	.669	27.30	27.70	41.0	41.4		
Paper products.....	.959	.959	44.60	44.13	46.5	46.0	.640	.630	26.16	26.00	40.9	41.3		
Printing—book and job.....	1.246	1.238 <sup>r</sup>	54.67	54.51 <sup>r</sup>	43.9	44.0 <sup>r</sup>	.648	.647 <sup>r</sup>	27.04	26.24 <sup>r</sup>	41.7	40.6		
Printing—news and magazine.....	1.227	1.219	50.55	49.98	41.2	41.0	.745	.739	29.96	30.32	40.2	41.0		
Rubber.....	1.334	1.345	64.89	65.93	48.7	49.0	.883	.884	37.50	36.90	42.5	41.7		
1. Rubber tires and tubes.....	1.408	1.411	68.47	68.50	48.6	48.6	1.005	1.003	42.18	41.67	42.0	41.6		
2. Other rubber products.....	1.196	1.224	58.19	61.08	48.7	49.9	.772	.773	33.10	32.39	42.9	41.9		
Silk and rayon.....	.864	.859	40.67	39.55	47.1	46.0	.614	.607	24.67	23.45	40.2	38.6		
Wool.....	.973	.970 <sup>r</sup>	44.38	43.23 <sup>r</sup>	45.6	44.6	.786	.780 <sup>r</sup>	32.27	31.20	41.0	40.0		
1. Woolen and worsted goods.....	.953	.948 <sup>r</sup>	43.74	42.20 <sup>r</sup>	45.9	44.5	.805	.793	33.02	31.66 <sup>r</sup>	41.0	39.9		
2. Other woolen products <sup>4</sup> .....	1.000	1.002	45.28	44.67	45.3	44.6	.748	.753	30.75	30.31	41.1	40.3		
Foundries and machine shops.....	1.217	1.210	59.14	58.04	48.6	48.0	.902	.904	40.26	39.75	44.6	44.0		
1. Foundries.....	1.142	1.144	54.74	54.42 <sup>r</sup>	47.9	47.6	.899	.886 <sup>r</sup>	36.58	35.47 <sup>r</sup>	40.7	40.0 <sup>r</sup>		
2. Machines and machine tools.....	1.198	1.184	60.42	59.57	50.4	50.3	.879	.897	39.99	40.95	45.5	45.6		
3. Heavy equipment.....	1.274	1.264	60.59	58.53	47.6	46.8	.889	.885	38.23	35.95	43.0	40.6		
4. Hardware and small parts.....	1.162	1.150	56.79	55.05	48.9	47.9	.881	.824	36.33	34.07	43.7	41.3		
5. Other products.....	1.211	1.209	59.15	58.80	48.8	48.6	.936	.936	42.45	42.39	45.3	45.3		
25 INDUSTRIES.....	\$1.142	\$1.139 <sup>r</sup>	\$53.71	\$53.20 <sup>r</sup>	47.0	46.6 <sup>r</sup>	\$ .735	\$ .732	\$30.75	\$30.03 <sup>r</sup>	41.6	40.8		
Cement.....	\$ .852	\$ .855	\$35.34	\$35.50	41.5	41.5	...	...	...	...	...	...		
Petroleum refining.....	1.265	1.275	57.82	57.25	45.7	44.9	...	...	...	...	...	...		
27 INDUSTRIES.....	\$1.141	\$1.139 <sup>r</sup>	\$53.63	\$53.11 <sup>r</sup>	46.9	46.6 <sup>r</sup>	...	...	...	...	...	...		
Aircraft.....	\$1.253	\$1.223 <sup>r</sup>	\$58.82	\$56.73 <sup>r</sup>	47.0	46.4 <sup>r</sup>	\$ .987	\$ .985	\$44.11	\$42.79 <sup>r</sup>	44.7	43.4 <sup>r</sup>		
Shipbuilding.....	1.334	1.318	61.13	59.04 <sup>r</sup>	45.8	44.8	1.080	1.069 <sup>r</sup>	48.48	48.08 <sup>r</sup>	44.9	45.0 <sup>r</sup>		

See footnotes on page 101

## SHIPBUILDING

Hourly earnings of shipyard workers increased 1.2% to \$1.318 in February as a result of longer working hours and the overtime payments that accrued. They were lower than in the last four months of 1943, but in those months the work week was substantially longer. Weekly earnings rose 3.3% in February and averaged \$60.31. They were also somewhat lower than the averages from September through December, 1943. Hourly and weekly earnings of the labor groups rose, those of the unskilled male workers reaching a new peak of \$1.029. For all classes except women workers, longer working hours were also recorded. For women workers the February average was only 0.1 hour, or 0.2%, below the January average.

## LABOR STATISTICS IN FEBRUARY

Hourly earnings rose 0.2% in February

to \$1.048. In the year since February, 1943, they have advanced 6.7%. The February level exceeded that of 1929 by 77.6%.

Weekly earnings were at a new peak of \$48.16 in February. They had risen 1.3% since January; 9.8% since February, 1943; and 68.7% since 1929.

"Real" weekly earnings at 174.9 (1923=100) exceeded the levels of all previous months. The rises have amounted to 1.7% since January, 8.0% since February, 1943, and 63.2% since 1929.

Hours per week advanced 0.5 hours, or 1.1%, from January to February. At 45.7, they averaged 1.2 hours, or 2.7%, higher than in the same month of 1943 and only 2.6 hours or 5.4% below those during 1929.

Employment declined 0.2% in February. In the year since February, 1943, the number of wage earners in these industries

had fallen off 0.1%, but was still 46.3% above the average for 1929.

Man hours advanced 0.9% in February. They were 2.6% above those a year before, and 38.4% higher than in 1929.

Payrolls were increased 1.1% in February. At 267.5 (1923=100), they exceeded those of February, 1943, by 9.7% and those in 1929 by 146.8%.

Manufacturing wage earners received hourly earnings of \$1.048, the highest recorded since these surveys were initiated. They worked on the average slightly longer each week and received peak earnings of \$48.16. However, fewer workers were able to enjoy this higher return. For the first time since January, 1939, employment in these industries was lower than it had been a year before. However, total man hours worked were only slightly below the all-time peak levels for this series

**EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, FEBRUARY, 1944**  
 NOTE: Hourly earnings are not wage rates, because they include overtime and other monetary compensation

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED						
	Average Earnings				Average Hours per Week per Wage Earner	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly			Hourly		Weekly					
	Feb.	Jan.	Feb.	Jan.		Feb.	Jan.	Feb.	Jan.	Feb.	Jan.		
Agricultural implement.....	\$ .932	\$ .927	\$44.45	\$44.28	47.7	47.8	\$1.172	\$1.167	\$55.82	\$55.20	47.6	47.3	
Automobile <sup>1</sup> .....	1.120	1.104 <sup>r</sup>	50.50	51.30 <sup>r</sup>	45.1	46.5 <sup>r</sup>	1.379	1.381 <sup>r</sup>	64.58	65.70 <sup>r</sup>	46.8	47.6 <sup>r</sup>	
Boot and shoe.....	.461	.461	20.36	20.05	44.1	43.5	.878	.879	37.23	36.93	42.4	42.0	
Chemical.....	.949	.942	44.16	43.85	46.5	46.5	1.246	1.240	57.65	56.82	46.3	45.8	
Rayon and allied products.....	.763	.750	34.72	34.13	45.5	45.5	1.067	1.062	49.08	49.28	46.0	46.4	
Cotton—North.....	.749	.749	34.48	33.82	46.0	44.4	.885	.886	41.20	41.43	46.6	46.8	
Electrical manufacturing.....	.888	.869 <sup>r</sup>	41.70	40.45 <sup>r</sup>	46.9	46.5 <sup>r</sup>	1.299	1.294 <sup>r</sup>	63.14	62.42 <sup>r</sup>	48.6	48.2	
Furniture <sup>2</sup> .....	.834	.837	39.09	38.62	46.9	46.2	1.082	1.081	51.52	50.17	47.6	46.4	
Hosiery and knit goods.....	.722	.691	33.38	32.88	46.2	47.6	1.134	1.116	50.62	49.17	44.6	44.1	
Iron and steel <sup>3</sup> .....	.889	.909	39.94	40.30	44.9	44.3	1.233	1.234	59.01	57.25	47.9	46.4	
Leather tanning and finishing.....	.660	.665	29.50	29.98	44.7	45.1	.974	.961	44.38	42.89	45.6	44.6	
Lumber and millwork.....	.782	.797	33.33	34.60	42.6	43.4	1.185	1.183	54.13	53.73	45.7	45.4	
Meat packing.....	.806	.797	40.89	41.19	50.7	51.7	1.040	1.047	54.31	56.29	52.2	53.8	
Paint and varnish <sup>4</sup> .....	.831	.829	39.06	38.31	47.0	46.2	1.123	1.111	54.03	53.55	48.1	48.2	
Paper and pulp.....	.762	.760	35.09	34.87	46.1	45.9	.978	.986	48.44	48.51	49.5	49.2	
Paper products.....	.739	.738	32.00	31.41	43.3	42.6	1.039	1.044	49.62	49.52	47.8	47.4	
Printing—book and job.....	.864	.874 <sup>r</sup>	38.16	38.39 <sup>r</sup>	44.2	43.9	1.343	1.333 <sup>r</sup>	58.82	58.73 <sup>r</sup>	43.8	44.1 <sup>r</sup>	
Printing—news and magazine.....	.802	.788	30.88	30.24	38.5	38.6	1.346	1.341	56.53	55.93	42.0	41.7	
Rubber.....	1.076	1.065	51.76	50.48	48.1	47.4	1.340	1.352	65.21	66.34	48.7	49.1	
1. Rubber tires and tubes.....	1.133	1.123	54.27	52.67	47.9	46.9	1.416	1.419	68.90	69.00	48.7	48.6	
2. Other rubber products.....	.742	.765	38.79	38.06	49.6	49.7	1.202	1.231	58.49	61.44	48.7	49.9	
Wool.....	.795	.794	35.22	34.88 <sup>r</sup>	44.3	43.8	1.054	1.057 <sup>r</sup>	48.78	47.54 <sup>r</sup>	46.3	45.2	
1. Woolen and worsted goods.....	.808	.807	35.15	34.30 <sup>r</sup>	43.5	42.5	1.041	1.034 <sup>r</sup>	49.41	47.44 <sup>r</sup>	47.5	45.9	
2. Other woolen products <sup>4</sup> .....	.762	.763	35.37	34.58	46.4	45.3	1.070	1.073	48.09	47.65	44.9	44.4	
Foundries and machine shops.....	.957	.952 <sup>r</sup>	45.93	45.32 <sup>r</sup>	48.0	47.6 <sup>r</sup>	1.256	1.248 <sup>r</sup>	61.13	59.97 <sup>r</sup>	48.7	48.0	
1. Foundries.....	.924	.924 <sup>r</sup>	43.42	43.09 <sup>r</sup>	47.0	46.6 <sup>r</sup>	1.203	1.205 <sup>r</sup>	57.96	57.65 <sup>r</sup>	48.2	47.9 <sup>r</sup>	
2. Machines and machine tools.....	.971	.959	48.79	48.33	50.3	50.4	1.233	1.219	62.22	61.31	50.4	50.3	
3. Heavy equipment.....	.971	.956	45.07	42.89	46.4	44.8	1.307	1.299	62.33	60.39	47.7	46.5	
4. Hardware and small parts.....	.928	.947 <sup>r</sup>	45.55	46.01 <sup>r</sup>	49.1	48.6 <sup>r</sup>	1.211	1.193 <sup>r</sup>	59.12	56.93 <sup>r</sup>	48.8	47.7 <sup>r</sup>	
5. Other products.....	.969	.960	46.64	46.62	48.1	48.6	1.244	1.243	60.88	60.43	48.9	48.6	
24 INDUSTRIES <sup>5</sup> .....	\$ .875	\$ .876	\$40.19	\$40.16 <sup>r</sup>	45.8	45.8 <sup>r</sup>	\$1.204	\$1.201 <sup>r</sup>	\$56.91	\$56.34 <sup>r</sup>	47.2	46.8 <sup>r</sup>	
Cement.....	\$ .749	\$ .747	\$31.24	\$30.31	41.7	40.6	\$ .868	\$ .871	\$35.97	\$36.29	41.5	41.7	
Petroleum refining.....	.946	.947	39.72	38.98	42.0	41.1	1.301	1.311	60.00	59.50	46.1	45.4	
26 INDUSTRIES <sup>6</sup> .....	\$ .875	\$ .875	\$40.11	\$40.06 <sup>r</sup>	45.7	45.7 <sup>r</sup>	\$1.203	\$1.200 <sup>r</sup>	\$56.80	\$56.24 <sup>r</sup>	47.2	46.8 <sup>r</sup>	
Aircraft.....	\$1.094	\$1.060 <sup>r</sup>	\$48.54	\$44.89 <sup>r</sup>	44.4	42.4 <sup>r</sup>	\$1.262	\$1.233 <sup>r</sup>	\$59.47	\$57.47 <sup>r</sup>	47.1	46.6 <sup>r</sup>	
Shipbuilding.....	1.029	1.004	46.29	44.39	45.0	44.2	1.372	1.358	62.99	60.96 <sup>r</sup>	45.9	44.9	

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rents or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

<sup>1</sup>Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD.

<sup>2</sup>Includes wood, metal, and upholstered household and office furniture.

<sup>3</sup>Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD. Beginning January, 1944, average weekly earnings and average hours per week are derived from the average

number of wage earners and are not strictly comparable with those for previous months which were derived from the total number of wage earners in one week.

<sup>4</sup>Principally rugs.

<sup>5</sup>Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.

<sup>6</sup>Revised series; data for earlier months available upon request. Actual average figures revised since January, 1939; index numbers since January, 1935.

<sup>a</sup>Indexes of "real" earnings are based upon THE CONFERENCE BOARD's indexes of the cost of living in the United States on prewar budgets.

<sup>n.a.</sup>Not available for publication; included in total indexes.

<sup>r</sup>Revised.

reached in September, October and November 1943. At 267.5 (1923=100), total payrolls were higher than in any previous month except November, 1943, when the largest payrolls were disbursed. Because

living costs declined 0.4% from January to February and dollar weekly earnings rose 1.3% in the month period, "real" weekly earnings or the purchasing power of weekly income advanced 1.7% and

reached a new peak level of 174.9 (1923=100).

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## Cost of Living in March

LIVING costs on a wartime budget in the United States showed no change in March. THE CONFERENCE BOARD's index at 103.4 (1923=100) remained well below the June, 1943, peak of 104.3, and was 20.2% above January, 1941, base month of the

further, while fuel and light costs were reduced 0.7% by the abolition of a raise of 45 cents a ton in anthracite prices permitted the producers during February under the seven-day work week. Items of the sundries group rose substantially, 0.8%, the

showed a small rise of 0.1%, while the level of housing remained unchanged. The purchasing value of the 1923 dollar remained at the February level of 96.7 cents, which compares with 97.1 cents a year ago.

### INDIVIDUAL CITY SURVEYS

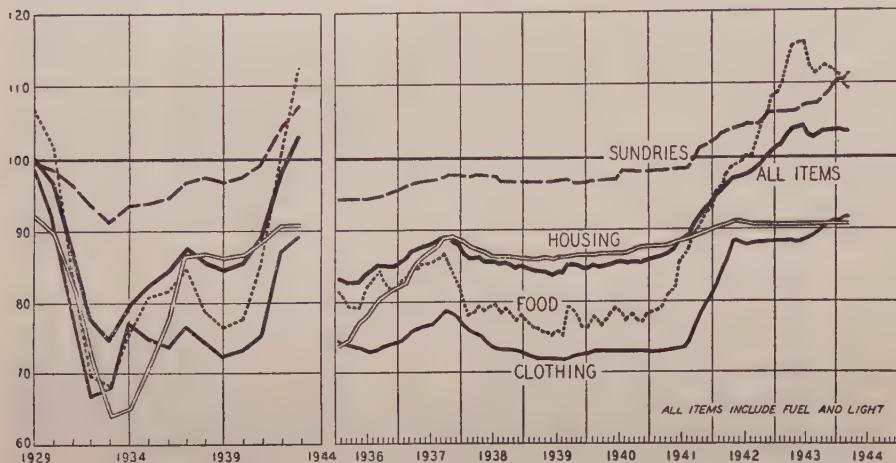
In thirty-five of the sixty-three industrial cities regularly surveyed by THE CONFERENCE BOARD, cost of living declined in March, with decreases ranging from 0.1% in Grand Rapids, Minneapolis, Parkersburg (West Virginia), and St. Paul to 1.0% in Atlanta and Bridgeport. Other cities to record decreases of 0.3% or more were: Dayton, Lansing, Pittsburgh, Providence, Trenton, Huntington (West Virginia), Indianapolis, Lewistown (Pennsylvania), Louisville, New Haven, St. Louis, Dallas, Macon and Syracuse. The greatest rise was 1.9% in Toledo, although Philadelphia costs rose 1.7% and those of the San Francisco-Oakland region 1.1%. The median change was -0.1% and occurred in four cities. Over the year period, living costs were down in twenty-three cities, showed no change in one, and rose in thirty-nine others. The largest increase, 3.6%, occurred in Denver and the greatest decline, 1.3%, was registered in three cities, Boston, Detroit and New Orleans. Declines of 1.0% or more were indicated in Buffalo, Syracuse, Pittsburgh, Rockford (Illinois) and Wilmington (Delaware).

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### Cost of Living in the United States

Source: THE CONFERENCE BOARD

Index Numbers, 1923=100



Little Steel formula. Food prices, continuing the gradual downward movement begun last November, declined 0.4%

result in part of increased costs of medical care and haircuts which served to more than offset any decreases. Clothing prices

### COST OF LIVING ON WARTIME BUDGETS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Date	Weighted Average of All Items	Food	Housing <sup>1</sup>	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total <sup>2</sup>	Electricity	Gas		
Index Numbers, 1923=100											
1943											
March.....	103.0	112.8a	90.8	88.6	98.1	79.0	92.4	67.3	94.9	106.5	97.1
April.....	104.0	115.4	90.8	88.6	98.1	79.0	92.5	67.3	94.9	106.5	96.2
May.....	104.2	115.8	90.8	88.5	98.2	78.7	92.6	67.3	94.9	106.7	96.0
June.....	104.3	115.8	90.8	88.6	98.3	78.9	92.5	67.3	94.9	107.1	95.9
July.....	103.1	112.4	90.8	88.9	98.5	79.3	92.5	67.2	94.6	107.2	97.0
August.....	102.8	111.4	90.8	89.3	99.1	79.5	92.6	67.2	94.6	107.3	97.3
September.....	103.1	112.0	90.8	89.8	99.5	80.1	92.6	67.2	94.6	107.4	97.0
October.....	103.7	112.6	90.8	90.6	99.7	81.4	92.7	67.2	94.6	108.6	96.4
November.....	103.7	112.1	90.8	90.9	100.0	81.7	93.1	67.2	94.6	109.1	96.4
December.....	103.9	111.9	90.8	91.1	100.2	81.9	94.9	67.2	94.6	110.0	96.2
1944											
January.....	103.9	111.1	90.8	91.2	100.4	82.0	95.1	67.0 <sup>r</sup>	94.6	110.5	96.2
February.....	103.4	109.6b	90.8	91.6	101.0	82.1	96.0	67.0 <sup>r</sup>	94.6	110.6	96.7
March.....	103.4	109.2c	90.8	91.7	101.2	82.2	95.3	67.0	94.6	111.5	96.7
Percentage Change											
Feb. 1944 to Mar. 1944 .....	0	-0.4	0	+0.1	+0.2	+0.1	-0.7	0	0	+0.8	0
Mar. 1943 to Mar. 1944 .....	+0.4	-3.2	0	+3.5	+3.2	+4.1	+3.1	-0.4	-0.3	+4.7	-0.4

<sup>a</sup>Since October, 1943; data on housing collected quarterly, January 15, April 15, July 15, and October 15.

<sup>b</sup>Based on food price indexes of THE CONFERENCE BOARD for March 15, 1943.

<sup>c</sup>Based on food price indexes for February 15, 1944.

<sup>d</sup>Based on food price indexes for March 15, 1944.

<sup>r</sup>Revised

<sup>e</sup>Includes fuel as well as electricity and gas.

# COST OF LIVING IN 60 CITIES—WARTIME BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	Mar. 1944		Feb. 1944	Mar. 1943	Feb. 1944 to Mar. 1944		Mar. 1944		Feb. 1944	Mar. 1943	Feb. 1944 to Mar. 1944
	Akron					Chicago					
Food.....	146.0	147.1	152.7	-0.7	-4.4	Food.....	138.7	138.1	142.9	+0.4	-2.9
Housing <sup>1</sup> .....	113.7	113.7	113.7	0	0	Housing <sup>1</sup> .....	105.8	105.8	105.5	0	+0.3
Clothing.....	124.5	124.7	121.3	-0.2	+2.6	Clothing.....	128.0	128.0	122.5	0	+4.5
Fuel and light.....	111.4	111.4	111.5	0	-0.1	Fuel and light.....	98.9	99.0	97.5	-0.1	+1.4
Housefurnishings.....	118.4	118.4	118.4	0	0	Housefurnishings.....	125.2	125.2	124.7	0	+0.4
Sundries.....	117.9	116.0	109.8	+1.6	+7.4	Sundries.....	114.8	114.8	112.0	0	+2.5
Weighted Total....	125.5	125.4	124.9	+0.1	+0.5	Weighted Total....	121.4	121.2	121.3	+0.2	+0.1
Atlanta						Chicago					
Food.....	144.4	148.1	145.4	-2.5	-0.7	Food.....	136.2	136.5	142.9	-0.2	-4.7
Housing <sup>1</sup> .....	99.2	99.2	99.2	0	0	Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0
Clothing.....	124.8	124.8	123.7	0	+0.9	Clothing.....	134.6	134.8	128.7	-0.1	+4.6
Fuel and light.....	112.5	112.5	110.2	0	+2.1	Fuel and light.....	105.5	105.5	103.6	0	+1.8
Housefurnishings.....	118.6	117.9	117.1	+0.6	+1.3	Housefurnishings.....	124.5	124.5	124.1	0	+0.3
Sundries.....	113.6	113.6	110.6	0	+2.7	Sundries.....	110.8	110.8	107.8	0	+2.8
Weighted Total....	121.8	123.0	120.9	-1.0	+0.7	Weighted Total....	120.7	120.9	121.5	-0.2	-0.7
Baltimore						Chicago					
Food.....	149.0	148.5	152.6	+0.3	-2.4	Food.....	137.3	138.6	140.0	-0.9	-1.9
Housing <sup>1</sup> .....	103.2	103.2	103.2	0	0	Housing <sup>1</sup> .....	109.7	109.7	109.7	0	0
Clothing.....	124.0	124.0	120.5	0	+2.9	Clothing.....	132.3	131.8	126.9	+0.4	+4.3
Fuel and light.....	107.9	109.6	105.0	-1.6	+2.8	Fuel and light.....	104.8	104.5	102.5	+0.3	+2.2
Housefurnishings.....	136.1	136.1	130.6	0	+4.2	Housefurnishings.....	122.5	122.2	118.2	+0.2	+3.6
Sundries.....	118.7	118.7	110.3	0	+7.6	Sundries.....	115.5	115.5	114.4	0	+1.0
Weighted Total....	127.0	127.0	125.3	0	+1.4	Weighted Total....	122.4	122.7	122.0	-0.2	+0.3
Birmingham						Chicago					
Food.....	149.2	151.5	150.2	-1.5	-0.7	Food.....	143.3	145.6	147.3	-1.6	-2.7
Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0	Housing <sup>1</sup> .....	105.6	105.6	105.6	0	0
Clothing.....	128.4	128.3	124.7	+0.1	+3.0	Clothing.....	125.3	125.3	122.8	0	+2.0
Fuel and light.....	103.3	103.3	99.1	0	+4.2	Fuel and light.....	93.3	93.3	93.3	0	0
Housefurnishings.....	117.8	117.8	117.8	0	0	Housefurnishings.....	127.9	128.3	127.9	-0.3	0
Sundries.....	117.3	112.9	110.7	+3.9	+6.0	Sundries.....	112.7	112.7	110.1	0	+2.4
Weighted Total....	124.7	124.1	122.4	+0.5	+1.9	Weighted Total....	121.2	121.9	121.4	-0.6	-0.2
Boston						Chicago					
Food.....	133.6	134.3	140.3	-0.5	-4.8	Food.....	140.3	141.7	145.1	-1.0	-3.3
Housing <sup>1</sup> .....	103.5	103.5	103.6	0	-0.1	Housing <sup>1</sup> .....	105.9	105.9	105.1	0	+0.8
Clothing.....	127.4	127.3	125.1	+0.1	+1.8	Clothing.....	122.7	122.7	121.5	0	+1.0
Fuel and light.....	123.3	123.5	120.8	-0.2	+2.1	Fuel and light.....	105.6	105.6	103.9	0	+1.6
Housefurnishings.....	122.5	122.5	122.5	0	0	Housefurnishings.....	127.9	127.9	127.5	0	+0.3
Sundries.....	113.7	113.7	111.8	0	+1.7	Sundries.....	113.3	113.1	107.2	+0.2	+5.7
Weighted Total....	121.1	121.4	122.7	-0.2	-1.3	Weighted Total....	121.5	121.9	121.2	-0.3	+0.2
Bridgeport						Chicago					
Food.....	136.7	140.3	143.8	-2.6	-4.9	Food.....	147.4	146.8	143.9	+0.4	+2.4
Housing <sup>1</sup> .....	106.5	106.5	106.5	0	0	Housing <sup>1</sup> .....	105.6	105.6	105.6	0	0
Clothing.....	128.2	127.9	124.9	+0.2	+2.6	Clothing.....	127.3	127.3	121.6	0	+4.7
Fuel and light.....	119.5	120.4	115.6	-0.7	+3.4	Fuel and light.....	101.3	101.3	97.5	0	+3.9
Housefurnishings.....	126.4	126.4	126.4	0	0	Housefurnishings.....	127.6	127.6	122.4	0	+4.2
Sundries.....	125.5	125.5	115.3	0	+8.8	Sundries.....	117.7	117.7	110.1	0	+6.9
Weighted Total....	125.1	126.4	124.3	-1.0	+0.6	Weighted Total....	125.1	124.9	120.8	+0.2	+3.6
Buffalo						Chicago					
Food.....	140.0	140.1	145.4	-0.1	-3.7	Food.....	138.7	138.9	149.5	-0.1	-7.2
Housing <sup>1</sup> .....	114.3	114.3	114.7	0	-0.3	Housing <sup>1</sup> .....	105.3	105.3	105.3	0	0
Clothing.....	119.2	119.2	118.0	0	+1.0	Clothing.....	131.4	131.4	126.9	0	+3.5
Fuel and light.....	109.8	112.3	106.2	-2.2	+3.4	Fuel and light.....	120.9	120.9	107.0	0	+13.0
Housefurnishings.....	128.1	128.1	126.1	0	+1.6	Housefurnishings.....	126.8	130.0	123.8	-2.5	+2.4
Sundries.....	109.9	109.9	109.2	0	+0.6	Sundries.....	112.5	112.5	110.9	0	+1.4
Weighted Total....	122.0	122.3	123.2	-0.2	-1.0	Weighted Total....	121.6	121.8	122.6	-0.2	-0.8
Chattanooga						Chicago					
Food.....	151.0	152.4	148.2	-0.9	+1.9	Food.....	144.2	144.8	154.3	-0.4	-6.5
Housing <sup>1</sup> .....	103.3	103.3	103.7	0	-0.4	Housing <sup>1</sup> .....	107.0	107.0	107.0	0	0
Clothing.....	119.5	119.5	118.4	0	+0.9	Clothing.....	128.7	128.7	125.3	0	+2.7
Fuel and light.....	95.4	93.3	90.9	+2.3	+5.0	Fuel and light.....	111.6	111.4	107.9	+0.2	+3.4
Housefurnishings.....	121.5	121.5	121.5	0	0	Housefurnishings.....	121.1	125.3	122.1	-3.4	-0.8
Sundries.....	112.8	112.8	107.3	0	+5.1	Sundries.....	121.8	120.5	117.9	+1.1	+3.3
Weighted Total....	123.1	123.4	120.2	-0.2	+2.4	Weighted Total....	125.6	125.6	127.3	0	-1.3

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since January, 1944.

<sup>r</sup>Revised.

**COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)**

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

City	Index Numbers Jan., 1939=100			Percentage Changes		City	Index Numbers Jan., 1939=100			Percentage Changes	
	Mar. 1944	Feb. 1944	Mar. 1943	Feb. 1944 to Mar. 1944	Mar. 1943 to Mar. 1944		Mar. 1944	Feb. 1944	Mar. 1943	Feb. 1944 to Mar. 1944	Mar. 1943 to Mar. 1944
<b>Duluth</b>						<b>Indianapolis</b>					
Food.....	135.9	136.9	143.2	-0.7	-5.1	Food.....	139.0	140.6	146.9	-1.1	-5.4
Housing <sup>1</sup> .....	100.2	100.2	100.1	0	+0.1	Housing <sup>1</sup> .....	107.9	107.9	107.9	0	0
Clothing.....	134.2	132.0	124.6	+1.7	+7.7	Clothing.....	124.5	124.5	119.9	0	+3.8
Fuel and light.....	106.1	106.1	100.0	0	+6.1	Fuel and light.....	111.1	112.1	106.2	-0.9	+4.6
Housefurnishings.....	138.2	138.2	129.7	0	+6.6	Housefurnishings.....	124.7	124.7	124.7	0	0
Sundries.....	111.0	111.0	109.7	0	+1.2	Sundries.....	116.0	116.0	112.0	0	+3.6
<b>Weighted Total</b> ....	<b>120.4</b>	<b>120.6</b>	<b>120.6</b>	<b>-0.2</b>	<b>-0.2</b>	<b>Weighted Total</b> ....	<b>122.4</b>	<b>123.0</b>	<b>123.0</b>	<b>-0.5</b>	<b>-0.5</b>
<b>Erie, Pa.</b>						<b>Kansas City, Mo.</b>					
Food.....	152.9	151.7	156.5	+0.8	-2.3	Food.....	132.5	133.6	137.8	-0.8	-3.8
Housing <sup>1</sup> .....	109.9	109.9	109.9	0	0	Housing <sup>1</sup> .....	105.2	105.2	105.2	0	0
Clothing.....	136.0	135.7	133.7	+0.2	+1.7	Clothing.....	126.7	126.5	121.7	+0.2	+4.1
Fuel and light.....	113.5	114.9	109.7	-1.2	+3.5	Fuel and light.....	109.8	109.8	108.2	0	+1.5
Housefurnishings.....	130.1	130.1	129.8	0	+0.2	Housefurnishings.....	123.5	123.5	120.9	0	+2.2
Sundries.....	121.2	121.4	118.6	-0.2	+2.2	Sundries.....	120.6	120.6	118.5	0	+6.3
<b>Weighted Total</b> ....	<b>130.2</b>	<b>130.0</b>	<b>130.4</b>	<b>+0.2</b>	<b>-0.2</b>	<b>Weighted Total</b> ....	<b>121.1</b>	<b>121.4</b>	<b>120.1</b>	<b>-0.2</b>	<b>+0.8</b>
<b>Fall River</b>						<b>Lansing</b>					
Food.....	134.3	134.9	144.7	-0.4	-7.2	Food.....	161.5	162.6	163.3	-0.7	-1.1
Housing <sup>1</sup> .....	104.3	104.3	104.3	0	0	Housing <sup>1</sup> .....	98.0	98.0	98.0	0	0
Clothing.....	131.3	131.3	118.8	0	+10.5	Clothing.....	129.8	129.8	124.1	0	+4.6
Fuel and light.....	117.0	117.5	115.6	-0.4	+1.2	Fuel and light.....	105.6	105.3	101.6	+0.3	+3.9
Housefurnishings.....	114.3	114.3	114.3	0	0	Housefurnishings.....	135.1	135.1	129.5	0	+4.3
Sundries.....	120.4	120.4	116.0	0	+3.8	Sundries.....	119.7	119.7	117.7	0	+1.7
<b>Weighted Total</b> ....	<b>122.9</b>	<b>123.2</b>	<b>124.0</b>	<b>-0.2</b>	<b>-0.9</b>	<b>Weighted Total</b> ....	<b>127.9</b>	<b>128.3</b>	<b>126.8</b>	<b>-0.3</b>	<b>+0.9</b>
<b>Front Royal, Va.</b>						<b>Los Angeles</b>					
Food.....						Food.....	146.5	147.0	149.5	-0.3	-2.0
Housing.....						Housing <sup>1</sup> .....	104.6	104.6	104.6	0	0
Clothing.....						Clothing.....	120.9	121.3	119.0	-0.3	+1.6
Fuel and light.....						Fuel and light.....	96.2	96.2	96.2	0	0
Housefurnishings.....						Housefurnishings.....	124.2	124.2	123.8	0	+0.3
Sundries.....						Sundries.....	113.0	113.1	107.2	-0.1	+5.4
<b>Weighted Total</b> ....						<b>Weighted Total</b> ....	<b>122.0</b>	<b>122.2</b>	<b>121.2</b>	<b>-0.2</b>	<b>+0.7</b>
<b>Grand Rapids</b>						<b>Louisville</b>					
Food.....	145.6	145.8	149.2	-0.1	-2.4	Food.....	141.5	143.6	143.8	-1.5	-1.6
Housing <sup>1</sup> .....	106.5	106.5	106.6	0	-0.1	Housing <sup>1</sup> .....	103.9	103.9	104.5	0	-0.6
Clothing.....	131.4	131.1	121.9	+0.2	+7.8	Clothing.....	121.9	121.8	120.1	+0.1	+1.5
Fuel and light.....	110.5	110.5	108.8	0	+1.6	Fuel and light.....	112.8	112.9	110.4	-0.1	+2.2
Housefurnishings.....	139.0	139.1	132.7	-0.1	+4.7	Housefurnishings.....	130.5	128.1	127.7	+1.9	+2.2
Sundries.....	119.2	119.2	115.9	0	+2.8	Sundries.....	109.4	109.4	107.8	0	+1.5
<b>Weighted Total</b> ....	<b>126.2</b>	<b>126.3</b>	<b>125.3</b>	<b>-0.1</b>	<b>+0.7</b>	<b>Weighted Total</b> ....	<b>122.2</b>	<b>122.8</b>	<b>122.1</b>	<b>-0.5</b>	<b>+0.1</b>
<b>Green Bay, Wis.</b>						<b>Macon</b>					
Food.....	132.4	132.7	133.9	-0.2	-1.1	Food.....	146.4	149.3	153.2	-1.9	-4.4
Housing <sup>1</sup> .....	100.4	100.4	100.6	0	-0.2	Housing <sup>1</sup> .....	115.9	115.9	115.9	0	0
Clothing.....	131.8	131.0	125.9	+0.6	+4.7	Clothing.....	126.2	124.9	116.8	+1.0	+8.0
Fuel and light.....	107.3	107.3	102.0	0	+5.2	Fuel and light.....	101.5	101.4	100.5	+0.1	+1.0
Housefurnishings.....	127.2	125.8	128.2	+1.1	+3.2	Housefurnishings.....	137.3	137.5	129.3	-0.1	+6.2
Sundries.....	114.4	114.4	111.0	0	+3.1	Sundries.....	117.8	117.8	115.6	0	+1.9
<b>Weighted Total</b> ....	<b>119.8</b>	<b>119.8</b>	<b>118.1</b>	<b>0</b>	<b>+1.4</b>	<b>Weighted Total</b> ....	<b>127.1</b>	<b>127.9</b>	<b>127.0</b>	<b>-0.6</b>	<b>+0.1</b>
<b>Houston</b>						<b>Meadville, Pa.</b>					
Food.....	140.8	140.5	141.8	+0.2	-0.7	Food.....	143.6	144.7	146.5	-0.8	-2.0
Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0	Housing <sup>1</sup> .....	110.8	110.8	110.8	0	0
Clothing.....	126.1	126.1	124.2	0	+1.5	Clothing.....	117.7	117.7	117.1	0	+0.5
Fuel and light.....	90.2	90.2	90.2	0	0	Fuel and light.....	112.1	112.1	107.8	0	+4.5
Housefurnishings.....	115.5	115.5	114.7	0	+0.7	Housefurnishings.....	135.7	135.7	128.7	0	+5.4
Sundries.....	111.3	111.5	109.2	-0.2	+1.9	Sundries.....	123.4	121.2	118.8	+1.8	+3.9
<b>Weighted Total</b> ....	<b>119.6</b>	<b>119.5</b>	<b>119.0</b>	<b>+0.1</b>	<b>+0.5</b>	<b>Weighted Total</b> ....	<b>125.4</b>	<b>125.3</b>	<b>124.6</b>	<b>+0.1</b>	<b>+0.6</b>
<b>Huntington, W. Va.</b>						<b>Memphis</b>					
Food.....	144.5	146.4	145.7	-1.3	-0.8	Food.....	156.0	155.7	160.2	+0.2	-2.6
Housing <sup>1</sup> .....	111.7	111.7	111.7	0	0	Housing <sup>1</sup> .....	109.4	109.4	109.4	0	0
Clothing.....	126.2	126.2	118.3	0	+6.7	Clothing.....	132.5	132.1	128.0	+0.3	+3.5
Fuel and light.....	100.0	100.0	100.0	0	0	Fuel and light.....	98.7	99.7	99.9	-1.0	-1.2
Housefurnishings.....	128.4	128.2	124.0	+0.2	+3.5	Housefurnishings.....	129.6	128.8	127.5	+0.6	+1.6
Sundries.....	111.7	111.8	110.9	-0.1	+0.7	Sundries.....	107.5	107.5	105.7	0	+1.7
<b>Weighted Total</b> ....	<b>124.2</b>	<b>124.8</b>	<b>123.1</b>	<b>-0.5</b>	<b>+0.9</b>	<b>Weighted Total</b> ....	<b>125.0</b>	<b>124.9</b>	<b>125.2</b>	<b>+0.1</b>	<b>-0.2</b>

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since January, 1944.

<sup>a</sup>Revised.

# COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

City	Index Numbers Jan., 1939 = 100			Percentage Changes		City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Mar. 1944	Feb. 1944	Mar. 1943	Feb. 1944 to Mar. 1944	Mar. 1943 to Mar. 1944		Mar. 1944	Feb. 1944	Mar. 1943	Feb. 1944 to Mar. 1944	Mar. 1943 to Mar. 1944
<b>Milwaukee</b>											
Food.....	139.0	137.1	143.7	+1.4	-3.3	Parkersburg, W. Va.					
Housing <sup>1</sup> .....	103.4	103.4	103.3	0	+0.1	Food.....	142.6	143.0	147.6	-0.3	-3.4
Clothing.....	132.9	132.8	128.0	+0.1	+3.8	Housing <sup>1</sup> .....	104.2	104.2	104.2	0	0
Fuel and light.....	109.4	109.5	104.8	-0.1	+4.4	Clothing.....	125.3	124.7	123.9	+0.5	+1.1
Housefurnishings.....	127.6	127.2	125.3	+0.3	+1.8	Fuel and light.....	94.6	94.6	94.6	0	0
Sundries.....	114.9	114.9	112.5	0	+2.1	Housefurnishings.....	126.0	126.0	124.6	0	+1.1
Weighted Total....	122.1	121.5	122.0	+0.5	+0.1	Sundries.....	111.2	111.2	109.4	0	+1.6
Weighted Total....	122.1	121.5	122.0	+0.5	+0.1	Weighted Total....	122.9	123.0	124.0	-0.1	-0.9
<b>Minneapolis</b>						<b>Philadelphia</b>					
Food.....	148.1	148.1	146.1	0	+1.4	Food.....	197.3	187.7	147.4	-0.3	-6.9
Housing <sup>1</sup> .....	103.7	103.7	103.7	0	0	Housing <sup>1</sup> .....	102.9	102.9	102.9	0	0
Clothing.....	132.9	133.1	124.9	-0.2	+6.4	Clothing.....	128.8	128.4	122.4	+0.3	+5.2
Fuel and light.....	105.1	105.1	100.5	0	+4.6	Fuel and light.....	111.3	111.7	107.0	-0.4	+4.0
Housefurnishings.....	121.8	121.8	122.2	0	-0.3	Housefurnishings.....	121.3	120.7	121.1	+0.5	+0.2
Sundries.....	114.5	114.5	112.8	0	+1.5	Sundries.....	121.6	112.5	110.6	+8.1	+9.9
Weighted Total....	124.4	124.5	122.1	-0.1	+1.9	Weighted Total....	124.2	122.1	124.1	+1.7	+0.1
<b>Muskegon</b>						<b>Pittsburgh</b>					
Food.....	157.6	156.4	161.7	+0.8	-2.5	Food.....	139.3	140.4	147.1	-0.8	-5.3
Housing <sup>1</sup> .....	115.2	115.2	115.2	0	0	Housing <sup>1</sup> .....	105.7	105.7	105.7	0	0
Clothing.....	129.5	129.4	122.8	+0.1	+5.5	Clothing.....	128.0	128.0	124.6	0	+2.7
Fuel and light.....	114.6	114.6	111.7	0	+2.6	Fuel and light.....	110.3	111.7	110.0	-1.3	+0.3
Housefurnishings.....	121.0	121.0	118.8	0	+1.9	Housefurnishings.....	118.5	118.5	117.2	0	+1.1
Sundries.....	113.0	113.0	109.7	0	+3.0	Sundries.....	114.5	114.5	111.3	0	+2.9
Weighted Total....	128.4	128.0	127.5	+0.3	+0.7	Weighted Total....	122.3	122.7	123.6	-0.3	-1.1
<b>Newark</b>						<b>Portland, Ore.</b>					
Food.....	138.2	136.4	141.2	+1.3	-2.1	Food.....	143.4	143.3	148.4	+0.1	-3.4
Housing <sup>1</sup> .....	101.4	101.4	101.4	0	0	Housing <sup>1</sup> .....	110.0	110.0	110.0	0	0
Clothing.....	125.8	125.8	120.8	0	+4.6	Clothing.....	136.3	135.6	127.4	+0.5	+7.0
Fuel and light.....	106.1	107.1	104.1	-0.9	+1.9	Fuel and light.....	124.7	124.7	124.3	0	+0.3
Housefurnishings.....	131.3	131.5	129.3	-0.2	+1.5	Housefurnishings.....	119.9	119.9	119.0	0	+0.8
Sundries.....	115.1	115.1	109.9	0	+4.7	Sundries.....	112.1	112.1	112.0	0	+0.1
Weighted Total....	122.0	121.4	121.2	+0.5	+0.7	Weighted Total....	124.9	124.8	125.5	+0.1	-0.5
<b>New Haven</b>						<b>Providence</b>					
Food.....	132.9	134.7	139.0	-1.3	-4.4	Food.....	140.2	141.2	141.3	-0.7	-0.8
Housing <sup>1</sup> .....	105.3	105.3	105.3	0	0	Housing <sup>1</sup> .....	103.8	103.8	103.8	0	0
Clothing.....	124.3	123.4	120.1	+0.7	+3.5	Clothing.....	180.0	180.0	117.7	0	+10.5
Fuel and light.....	111.6	112.4	109.8	-0.7	+1.6	Fuel and light.....	115.0	115.6	113.7	-0.5	+1.1
Housefurnishings.....	124.4	124.4	124.4	0	0	Housefurnishings.....	126.5	126.5	125.3	0	+1.0
Sundries.....	108.2	108.3	106.9	-0.1	+1.2	Sundries.....	116.7	116.8	112.0	-0.1	+4.2
Weighted Total....	117.9	118.5	118.9	-0.5	-0.8	Weighted Total....	129.1	129.5	120.9	-0.3	+1.8
<b>New Orleans</b>						<b>Richmond</b>					
Food.....	147.0	146.9	153.8	+0.1	-4.4	Food.....	156.4	154.8	145.9	+1.0	+7.2
Housing <sup>1</sup> .....	110.6	110.6	110.6	0	0	Housing <sup>1</sup> .....	103.1	103.1	102.7	0	+0.4
Clothing.....	132.1	132.0	127.6	+0.1	+8.5	Clothing.....	120.6	120.4	118.6	+0.2	+1.7
Fuel and light.....	88.2	88.2	89.1	0	-1.0	Fuel and light.....	108.8	108.2	105.2	+0.6	+3.4
Housefurnishings.....	124.3	124.0	123.4	+0.2	+0.7	Housefurnishings.....	121.8	121.8	120.5	0	+1.1
Sundries.....	115.5	115.5	113.8	0	+1.5	Sundries.....	108.0	108.0	107.0	0	+0.9
Weighted Total....	127.4	127.4	129.1	0	-1.3	Weighted Total....	123.4	122.9	119.4	+0.4	+3.4
<b>New York</b>						<b>Roanoke, Va.</b>					
Food.....	145.3	146.4	148.5	-0.8	-2.2	Food.....	150.7	151.0	149.5	-0.2	+0.8
Housing <sup>1</sup> .....	100.8	100.8	100.8	0	0	Housing <sup>1</sup> .....	119.2	119.2	119.2	0	0
Clothing.....	118.0	117.6	113.9	+0.3	+3.6	Clothing.....	117.0	117.0	113.9	0	+2.7
Fuel and light.....	118.1	120.8	111.1	-2.2	+6.3	Fuel and light.....	107.3	107.3	104.1	0	+3.1
Housefurnishings.....	129.0	130.1	127.7	-0.8	+1.0	Housefurnishings.....	122.4	122.4	121.9	0	+0.4
Sundries.....	111.9	111.9	107.2	0	+4.4	Sundries.....	114.9	112.4	112.1	+2.2	+2.5
Weighted Total....	123.0	123.5	122.2	-0.4	+0.7	Weighted Total....	126.2	125.7	124.5	+0.4	+1.4
<b>Omaha</b>						<b>Rochester</b>					
Food.....	146.9	146.8	148.6	+0.1	-1.1	Food.....	145.1	145.6	149.0	-0.3	-2.6
Housing <sup>1</sup> .....	100.6	100.6	100.6	0	0	Housing <sup>1</sup> .....	103.9	103.9	103.9	0	0
Clothing.....	126.2	124.9	120.8	+1.0	+4.5	Clothing.....	180.0	180.1	127.8	-0.1	+1.7
Fuel and light.....	107.2	106.8	104.6	+0.4	+2.5	Fuel and light.....	115.4	116.2	112.2	-0.7	+2.9
Housefurnishings.....	138.5	138.5	130.7	0	+6.0	Housefurnishings.....	185.7	185.7	136.1	0	-0.3
Sundries.....	113.7	113.7	111.9	0	+1.6	Sundries.....	124.8	124.8	121.8	0	+2.5
Weighted Total....	123.1	122.9	122.0	+0.2	+0.9	Weighted Total....	126.3	126.5	126.3	-0.2	0

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since January, 1944.

# COST OF LIVING IN 60 CITIES—WARTIME BUDGETS (Continued)

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

City	Index Numbers Jan., 1939 = 100			Percentage Changes		City	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Mar. 1944	Feb. 1944	Mar. 1943	Feb. 1944 to Mar. 1944	Mar. 1943 to Mar. 1944		Mar. 1944	Feb. 1944	Mar. 1943	Feb. 1944 to Mar. 1944	Mar. 1943 to Mar. 1944
<b>Rockford, Ill.</b>						<b>Spokane</b>					
Food.....	141.4	142.1	149.5	-0.5	-5.4	Food.....	139.8	140.3	145.9	-0.4	-4.2
Housing <sup>1</sup> .....	138.0	138.0	138.0	0	0	Housing <sup>1</sup> .....	102.0	102.0	102.0	0	0
Clothing.....	124.6	124.6	120.7	0	+3.2	Clothing.....	123.6	123.6	121.6	0	+1.6
Fuel and light.....	113.1	113.1	111.4	0	+1.5	Fuel and light.....	133.9	133.9	132.1	0	+1.4
Housefurnishings.....	131.1	131.4	131.3	-0.2	-0.2	Housefurnishings.....	133.0	133.0	132.3	0	+0.5
Sundries.....	114.1	112.6	112.4	+1.3	+1.5	Sundries.....	113.5	113.5	109.7	0	+3.5
Weighted Total.....	129.0	128.8	130.5	+0.2	-1.1	Weighted Total.....	124.0	124.2	124.5	-0.2	-0.4
<b>Sacramento</b>						<b>Syracuse</b>					
Food.....	147.2	147.4	148.6	-0.1	-0.9	Food.....	138.9	141.6	149.0	-1.9	-6.8
Housing <sup>1</sup> .....	104.1	104.1	104.1	0	0	Housing <sup>1</sup> .....	116.2	116.2	116.2	0	0
Clothing.....	133.9	133.3	122.4	+0.5	+9.4	Clothing.....	130.7	130.2	126.3	+0.4	+3.5
Fuel and light.....	80.8	80.8	80.8	0	0	Fuel and light.....	114.6	116.4	109.1	-1.5	+5.0
Housefurnishings.....	141.6	141.6	131.9	~0	+7.4	Housefurnishings.....	133.9	132.0	127.4	+1.4	+5.1
Sundries.....	117.0	117.0	110.2	0	+6.2	Sundries.....	113.4	113.4	111.0	0	+2.2
Weighted Total.....	125.1	125.1	121.9	0	+2.6	Weighted Total.....	124.0	124.8	125.3	-0.6	-1.0
<b>St. Louis</b>						<b>Toledo</b>					
Food.....	144.4	146.3	147.2	-1.3	-1.9	Food.....	138.1	138.8	144.1	-0.5	-4.2
Housing <sup>1</sup> .....	106.0	106.0	106.0	0	0	Housing <sup>1</sup> .....	109.0	109.0	109.3	0	-0.3
Clothing.....	126.1	125.9	122.9	+0.2	+2.6	Clothing.....	124.4	124.4	122.8	0	+1.3
Fuel and light.....	114.5	114.2	110.0	+0.3	+4.1	Fuel and light.....	107.4	107.4	106.5	0	+0.8
Housefurnishings.....	118.5	118.5	118.0	0	+0.4	Housefurnishings.....	123.3	123.3	121.9	0	+1.1
Sundries.....	110.5	110.5	107.3	0	+3.0	Sundries.....	125.0	114.6	110.9	+9.1	+12.7
Weighted Total.....	123.3	123.9	122.7	-0.5	+0.5	Weighted Total.....	123.9	121.6	122.6	+1.9	+1.1
<b>St. Paul</b>						<b>Wausau, Wis.</b>					
Food.....	140.7	141.1	142.8	-0.3	-1.5	Food.....	151.0	150.3	157.7	+0.5	-4.2
Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0	Housing <sup>1</sup> .....	102.7	102.7	102.7	0	0
Clothing.....	122.0	122.0	120.0	0	+1.7	Clothing.....	134.8	135.3	125.0	-0.4	+7.8
Fuel and light.....	106.1	105.9	102.3	+0.2	+3.7	Fuel and light.....	109.2	109.2	103.3	0	+5.7
Housefurnishings.....	126.4	126.4	125.6	0	+0.6	Housefurnishings.....	126.0	126.0	123.6	0	+1.9
Sundries.....	114.8	114.9	112.5	-0.1	+2.0	Sundries.....	110.0	110.1	108.5	-0.1	+1.4
Weighted Total.....	120.9	121.0	120.4	-0.1	+0.4	Weighted Total.....	124.4	124.3	124.0	+0.1	+0.3
<b>San Francisco · Oakland</b>						<b>Wilmington, Del.</b>					
Food.....	145.5	145.3	149.0	+0.1	-2.3	Food.....	137.4	137.5	146.7	-0.1	-6.3
Housing <sup>1</sup> .....	100.9	100.9	100.9	0	0	Housing <sup>1</sup> .....	104.6	104.6	104.0	0	+0.6
Clothing.....	130.9	130.1	122.1	+0.6	+7.2	Clothing.....	129.9	129.8	124.9	+0.1	+4.0
Fuel and light.....	89.6	89.4	88.9	+0.2	+0.8	Fuel and light.....	105.5	106.7	103.4	-1.1	+2.0
Housefurnishings.....	118.7	119.2	119.3	-0.4	-0.5	Housefurnishings.....	120.7	120.7	115.4	0	+4.6
Sundries.....	117.6	118.4	110.3	+3.7	+6.6	Sundries.....	111.7	111.7	109.0	0	+2.5
Weighted Total.....	124.3	123.0	122.4	+1.1	+1.6	Weighted Total.....	121.9	121.9	123.3	0	-1.1
<b>Seattle</b>						<b>Youngstown</b>					
Food.....	150.6	151.0	156.1	-0.3	-3.5	Food.....	148.0	147.7	155.1	+0.2	-4.6
Housing <sup>1</sup> .....	114.3	114.3	114.3	0	0	Housing <sup>1</sup> .....	105.6	105.6	105.3	0	+0.3
Clothing.....	120.6	121.3	118.7	-0.6	+1.6	Clothing.....	134.6	131.5	125.6	+2.4	+7.2
Fuel and light.....	116.3	116.3	110.1	0	+5.6	Fuel and light.....	107.0	107.0	105.0	0	+1.9
Housefurnishings.....	121.9	120.3	119.8	+1.3	+1.8	Housefurnishings.....	136.6	136.6	131.8	0	+3.6
Sundries.....	110.8	110.8	108.3	0	+2.3	Sundries.....	110.5	110.5	107.4	0	+2.9
Weighted Total.....	125.9	126.1	126.3	-0.2	-0.3	Weighted Total.....	125.0	124.5	124.9	+0.4	+0.1

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since January, 1944.

<sup>2</sup>Revised.

## PERCENTAGE CHANGES, COST OF LIVING IN 4 CITIES—WARTIME BUDGETS

City	Feb. 1944 to Mar. 1944	Mar. 1943 to Mar. 1944	City	Feb. 1944 to Mar. 1944	Mar. 1943 to Mar. 1944	City	Feb. 1944 to Mar. 1944	Mar. 1943 to Mar. 1944	City	Feb. 1944 to Mar. 1944	Mar. 1943 to Mar. 1944
<b>Evansville, Ind.</b>											
			<b>Joliet, Ill.<sup>2</sup></b>								
Food.....	-1.1	-0.5	Food.....	+0.1	-4.6	Food.....	-1.2	+0.5	Food.....	-0.8	-4.8
Housing <sup>1</sup> .....	0	0	Housing <sup>1</sup> .....	0	0	Housing <sup>1</sup> .....	0	0	Housing <sup>1</sup> .....	0	0
Clothing.....	+0.2	+2.6	Clothing.....	0	0	Clothing.....	+1.0	+7.8	Clothing.....	+0.1	+5.1
Fuel and light.....	0	+4.6	Fuel and light.....	+0.2	+2.6	Fuel and light.....	0	+6.7	Fuel and light.....	-1.2	+3.1
Housefurnishings.....	+1.0	+4.7	Housefurnishings.....	0	+3.8	Housefurnishings.....	0	+0.1	Housefurnishings.....	+0.8	+1.5
Sundries.....	+0.1	+0.9	Sundries.....	0	+3.1	Sundries.....	+0.1	+1.6	Sundries.....	0	+1.5
W'ghted Total	-0.2	+1.0	W'ghted Total	+0.1	-0.6	W'ghted Total	-0.5	+1.9	W'ghted Total	-0.3	-0.9

<sup>1</sup>Rents surveyed quarterly, January 15, April 15, July 15, October 15. It is assumed no change has occurred since January, 1944.

<sup>2</sup>Includes Lockport and Rockdale.

# COST OF LIVING IN 60 CITIES—PREWAR BUDGETS

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

	Weighted Total		Food		Housing <sup>2</sup>		Clothing		Fuel-Light		House Furnishings		Sundries	
	Mar. 1944	Feb. 1944	Mar. 1944	Feb. 1944	Mar. 1944	Feb. 1944	Mar. 1944	Feb. 1944	Mar. 1944	Feb. 1944	Mar. 1944	Feb. 1944	Mar. 1944	Feb. 1944
<b>United States<sup>1</sup></b> . . . . .	103.6	103.5	109.4	110.0	90.8	90.8	91.7	91.6	95.9	96.4	a	a	111.8	110.9
Akron . . . . .	127.3	127.1	147.0	148.1	113.7	113.7	124.5	124.7	111.4	111.4	118.4	118.4	122.3	120.5
Atlanta . . . . .	122.2	123.2	143.4	147.1	99.2	99.2	124.8	124.8	112.5	112.5	118.1	117.7	116.1	115.9
Baltimore . . . . .	127.1	127.1	146.5	146.8	103.2	103.2	124.0	124.0	107.9	109.6	134.6	134.6	122.7	122.5
Birmingham . . . . .	125.8	125.3	148.5	150.9	105.7	105.7	128.4	128.3	103.3	103.3	117.8	117.8	120.2	116.4
Boston . . . . .	121.4	121.7	133.5	134.4	103.5	103.5	127.4	127.3	123.2	123.4	122.5	122.5	114.5	114.5
Bridgeport . . . . .	125.6	126.8	136.3	140.0	106.5	106.5	128.2	127.9	119.4	120.2	126.4	126.4	127.2	127.1
Buffalo . . . . .	122.7	123.0	140.3	140.8	114.3	114.3	119.2	119.2	109.9	112.3	127.6	127.6	112.3	112.1
Chattanooga . . . . .	124.5	124.8	152.9	154.4	103.3	103.3	119.5	119.5	95.4	93.3	121.5	121.5	115.8	115.6
Chicago . . . . .	121.5	121.4	138.4	138.1	105.8	105.8	128.0	128.0	98.9	99.0	125.1	125.1	116.2	116.1
Cincinnati . . . . .	121.7	121.9	136.0	136.8	100.9	100.9	134.6	134.8	105.5	105.5	124.4	124.4	115.1	114.9
Cleveland . . . . .	123.0	123.6	135.7	138.1	109.7	109.7	132.3	131.8	104.8	104.5	122.5	122.5	119.2	118.9
Dallas . . . . .	122.7	123.2	142.6	144.9	105.6	105.6	125.3	125.3	93.3	93.3	127.9	128.2	119.1	118.7
Dayton . . . . .	122.6	123.0	140.2	141.7	105.9	105.9	122.7	122.7	105.6	105.6	127.8	127.8	117.3	117.0
Denver . . . . .	125.6	125.4	145.3	144.9	105.6	105.6	127.3	127.3	101.5	101.5	125.8	125.8	121.6	121.4
Des Moines . . . . .	123.3	123.3	138.2	138.2	105.3	105.3	131.4	131.4	120.9	120.9	125.9	125.9	118.0	117.6
Detroit . . . . .	126.7	126.7	143.6	144.8	107.0	107.0	128.7	128.7	111.6	111.4	124.4	124.4	125.7	124.5
Duluth . . . . .	121.8	121.8	135.3	136.2	100.2	100.2	134.2	132.0	106.1	106.1	135.8	135.8	116.3	116.0
Erie, Pa. . . . .	131.3	131.1	153.7	152.8	109.9	109.9	136.0	135.7	113.5	114.9	130.0	130.0	124.4	124.2
Fall River . . . . .	123.6	123.9	134.3	135.3	104.3	104.3	131.3	131.3	116.7	117.2	114.3	114.3	122.6	122.5
Front Royal, Va. <sup>4</sup> . . . . .														
Grand Rapids . . . . .	127.9	127.9	146.0	146.4	106.5	106.5	131.4	131.1	110.5	110.5	137.9	137.9	124.3	124.1
Green Bay, Wis. . . . .	121.1	120.9	132.9	133.1	100.4	100.4	131.8	131.0	107.3	107.3	125.7	124.9	119.2	118.9
Houston . . . . .	121.3	121.3	140.5	141.0	105.7	105.7	126.1	126.1	90.2	90.2	115.1	115.1	117.5	117.4
Huntington, W. Va. . . . .	125.3	125.9	144.3	146.3	111.7	111.7	126.2	126.2	100.0	100.0	128.4	128.2	116.1	115.9
Indianapolis . . . . .	124.2	124.6	138.7	140.5	107.9	107.9	124.5	124.5	111.1	112.1	124.7	124.7	121.8	121.4
Kansas City, Mo. . . . .	122.6	122.7	132.0	132.9	105.2	105.2	126.7	126.5	109.8	109.8	122.7	122.7	124.1	123.8
Lansing . . . . .	129.1	129.4	161.4	162.9	98.0	98.0	129.8	129.8	105.6	105.3	133.1	133.1	125.0	124.7
Los Angeles . . . . .	122.6	122.9	146.7	147.7	104.6	104.6	120.9	121.3	96.2	96.2	124.1	124.1	114.3	114.1
Louisville . . . . .	123.0	123.6	141.4	143.6	103.9	103.9	121.9	121.8	112.8	112.9	129.9	128.0	113.1	113.0
Macon . . . . .	129.5	130.1	146.0	148.9	115.9	115.9	126.2	124.9	101.5	101.4	133.7	133.8	124.5	124.3
Meadville, Pa. . . . .	125.7	125.5	143.1	144.0	110.8	110.8	117.7	117.7	112.1	112.1	134.1	134.1	124.4	122.4
Memphis . . . . .	125.8	125.7	154.3	153.9	109.4	109.4	132.5	132.1	98.7	99.7	129.1	128.6	112.6	112.4
Milwaukee . . . . .	123.0	122.5	138.5	137.1	103.4	103.4	132.9	132.8	109.4	109.5	127.0	126.7	119.7	119.4
Minneapolis . . . . .	125.5	125.5	147.9	148.0	103.7	103.7	132.9	133.1	105.1	105.1	121.9	121.9	119.9	119.6
Muskegon, Mich. . . . .	129.8	129.4	158.2	157.4	115.2	115.2	129.5	129.4	114.6	114.6	120.6	120.6	117.9	117.6
Newark . . . . .	123.9	122.6	138.7	137.9	101.4	101.4	125.8	125.8	106.1	107.1	130.5	130.6	117.9	117.8
New Haven . . . . .	118.6	119.3	133.0	135.2	105.3	105.3	124.3	123.4	111.6	112.4	124.4	124.4	110.3	110.3
New Orleans . . . . .	127.0	127.1	145.3	145.5	110.6	110.6	132.1	132.0	88.2	88.2	124.1	123.8	117.4	117.2
New York . . . . .	122.5	123.1	144.1	145.5	100.8	100.8	118.0	117.6	118.1	120.8	128.8	129.7	112.0	111.9
Omaha . . . . .	124.5	124.2	146.1	146.2	100.6	100.6	126.2	124.9	107.1	106.8	136.2	136.2	119.9	119.5
Parkersburg, W. Va. . . . .	124.1	124.0	149.9	143.1	104.2	104.2	125.3	124.7	94.6	94.6	126.0	126.0	115.0	114.7
Philadelphia . . . . .	124.5	122.4	136.4	136.6	102.9	102.9	128.8	128.4	111.3	111.7	121.2	120.9	123.9	115.4
Pittsburgh . . . . .	122.7	123.1	138.1	139.3	105.7	105.7	128.0	128.0	110.3	111.7	118.1	118.1	117.8	117.6
Portland, Ore. . . . .	125.6	125.6	142.2	142.6	110.0	110.0	136.3	135.6	124.9	124.9	119.8	119.8	115.3	115.1
Providence . . . . .	123.6	124.0	140.1	141.1	103.3	103.3	130.0	130.0	115.1	115.6	126.2	126.2	119.0	118.9
Richmond . . . . .	122.7	122.6	155.5	155.3	103.1	103.1	120.6	120.4	108.8	108.2	121.2	121.2	106.9	106.8
Roanoke, Va. . . . .	126.6	126.1	150.9	151.3	119.2	119.2	117.0	117.0	107.3	107.3	122.3	122.3	115.9	113.9
Rochester . . . . .	126.8	126.9	145.6	146.0	103.9	103.9	130.0	130.1	115.4	116.2	135.7	135.7	125.6	125.4
Rockford, Ill. . . . .	130.3	130.2	141.3	142.4	138.0	138.0	124.6	124.6	113.6	113.6	131.2	131.2	119.9	118.4
Sacramento . . . . .	125.3	125.4	145.9	146.5	104.1	104.1	133.9	133.3	80.8	80.8	141.6	141.6	119.5	119.3
St. Louis . . . . .	124.3	124.7	144.0	145.7	106.0	106.0	126.1	125.9	114.5	114.5	118.3	118.3	115.0	114.7
St. Paul . . . . .	121.9	121.9	140.2	140.5	100.9	100.9	122.0	122.0	106.0	105.8	126.2	126.2	119.7	119.5
San Francisco—Oakland . . . . .	124.9	123.7	144.5	144.7	100.9	100.9	130.9	130.1	89.6	89.4	119.2	119.2	120.7	117.0
Seattle . . . . .	126.1	126.1	149.5	149.8	114.3	114.3	120.6	121.3	116.3	116.3	121.2	120.2	112.9	112.8
Spokane . . . . .	124.4	124.5	138.5	139.2	102.0	102.0	123.6	123.6	133.9	133.9	132.7	132.7	116.5	116.3
Syracuse . . . . .	125.4	126.1	139.5	142.0	113.2	116.2	130.7	130.2	114.6	116.4	132.0	130.6	117.6	117.4
Toledo . . . . .	125.5	123.3	138.7	139.4	109.0	109.0	124.4	124.4	107.4	107.4	123.0	123.0	126.6	118.6
Wausau, Wis. . . . .	125.4	125.2	150.5	150.1	102.7	102.7	134.8	135.3	109.2	109.2	125.7	125.7	115.2	114.9
Wilmington, Del. . . . .	122.9	122.9	137.4	137.4	104.6	104.6	129.9	129.8	105.4	106.6	120.5	120.5	115.5	115.4
Youngstown . . . . .	125.8	125.3	148.3	148.2	105.6	105.6	134.6	131.5	107.0	107.0	134.8	134.8	113.8	113.6

## PERCENTAGE CHANGES IN COST OF LIVING IN 4 CITIES, PREWAR BUDGETS

	Feb. 1944 to Mar. 1944	Mar. 1943 to Mar. 1944												
Evansville, Ind. . . . .	-0.2	+2.2	-1.3	+0.3	0	0	+0.2	+2.6	0	+4.6	+0.9	+4.4	+0.8	+4.1
Joliet, Ill. <sup>3</sup> . . . . .	0	+0.3	-0.1	-4.9	0	0	0							

## Strikes and Turnover Rates

THE Ford Motor Company used strong disciplinary action to settle recent labor disorders. A wildcat strike occurred on March 7 following the calling-in of nine employees by their supervisors to explain why their production was not up to the average agreed upon by the union and the company after a time study had been made.

On the next day, 250 workers, for another reason, stormed and damaged the labor relations office, beating up a plant guard at the same time. The company stated that the suspension of three men for smoking in restricted areas precipitated the action.

For causing these disturbances, the company discharged ten men and suspended ten others while high officials of the United Automobile Workers (CIO) looked on. The previous week the union had announced a new executive policy, which would deprive local unions of their charters for participating in unauthorized strikes or work stoppages.

Trouble flared up again on March 15 when barricades were set up keeping portions of two shifts from work. Fifty persons were given indefinite suspensions, again with union approval. This crackdown policy threatened to split the local at a meeting on March 19 when factional

feeling flared up with some of the members wanting to call off their no-strike pledge and have the government run the plant. The union itself was still continuing on March 28 to discipline additional workers who had escaped company notice.

### MONTHLY STRIKE FIGURES

Strikes which began in February, 1944, according to preliminary estimates of the Bureau of Labor Statistics, totaled 330, the same number as in January but an increase of 57% over last February. The trend has been upward since September, 1943, when 245 strikes were begun. A slight increase has occurred in the number of workers involved—115,000 in February, as compared with 110,000 in January. The number involved in February, 1944, however, was 174% greater than in February, 1943.

### STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations		Production <sup>2</sup> (1935-1939 =100)	Manufacturing					
	Strikes <sup>1</sup>			Turnover Rate per 100 Employees <sup>1</sup>					
	Beginning in Period			Separations <sup>3</sup>				Accessions <sup>7</sup>	
	Number	Workers Involved (Thousands)		Total	Quits <sup>4</sup>	Miscella- neous <sup>4</sup>	Discharges <sup>5</sup>	Layoffs <sup>6</sup>	
1930	637	183	8,317	90	59.65	18.64	5.04	35.97	37.02
1931	810	342	6,893	74	48.38	11.39	2.72	34.27	36.59
1932	841	324	10,502	57	51.98	8.34	1.96	41.68	39.82
1933	1,695	1,168	16,872	68	45.38	10.66	2.49	32.23	65.20
1934	1,856	1,467	19,592	74	49.17	10.67	2.24	36.26	56.91
1935	2,014	1,117	15,456	87	42.74	10.37	2.29	30.08	50.05
1936	2,172	789	13,902	104	40.35	13.02	2.63	24.70	52.16
1937	4,740	1,861	28,425	113	53.11	14.97	2.38	35.76	42.59
1938	2,772	688	9,148	87	49.22	7.46	1.29	40.47	46.16
1939	2,613	1,171	17,812	109	37.71	9.52	1.52	26.67	48.85
1940	2,508	577	6,701	126	40.27	10.93	1.61	1.84	25.89
1941	4,288	2,363	23,048	168	46.68	23.63	4.15	3.04	15.86
1942	2,968	840	4,183	212	77.66	45.09	15.04	4.66	12.87
1943	p8,750	p8,300	p18,500	p258	r86.86	r62.11	10.56	r7.12	r7.07
1942 December	147	59	193	239	6.37	3.71	1.50	.46	.70
1943 January <sup>8</sup>	195	90	450	242	7.11	4.45	1.40	.52	.74
February	210	42	140	r248	7.04	4.65	1.35	.50	.54
March	260	72	230	251	7.69	5.36	1.24	.57	.52
April	395	225	675	255	7.54	5.41	.96	.53	.64
May	395	650	1,500	258	6.57	4.81	.76	.55	.45
June	425	975	4,750	259	7.07	5.20	.76	.61	.50
July	375	118	690	260	7.56	5.61	.77	.68	.50
August	835	105	355	264	8.18	6.30	.75	.67	.46
September	245	67	195	267	8.16	6.29	.72	.62	.53
October	290	215	975	269	7.02	5.19	.68	.64	.51
November	300	500	2,825	268	6.37	4.46	.59	.63	.69
December	325	241	715	258	r6.55	r4.38	.58	r.60	r.99
1944 January	330	110	625	r258	p6.66	p4.58	p.61	p.67	p.80
February	330	115	470	p258	n.a.	n.a.	n.a.	n.a.	p6.37

NOTE: For back figures, see *The Conference Board Management Record*, September, 1943, p. 386.

<sup>1</sup>United States Bureau of Labor Statistics.

<sup>2</sup>Federal Reserve annual production data are averages of monthly figures.

<sup>3</sup>A separation is a termination of employment of any of the following kinds: quit, layoff, discharge, or miscellaneous. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>4</sup>A quit is a termination of employment, generally initiated by the worker because of his desire to leave, but sometimes due to his physical incapacity. Beginning with January, 1940, separate rates were computed for miscellaneous separations; i.e., separations due to death, permanent disability, retirements on pensions, and similar reasons. Beginning with September, 1940, workers leaving to enter the Army or Navy were included in miscellaneous separations.

<sup>5</sup>A discharge is a termination of employment at the will of the employer, with prejudice to the worker because of some fault on the part of the worker.

<sup>6</sup>A layoff is a termination of employment at the will of the employer, without prejudice to the worker and of a temporary, indeterminate, or permanent nature. However, a short, definite layoff with the name of the worker remaining on the payroll is not counted as a separation.

<sup>7</sup>An accession is the hiring of a new employee or the rehiring of an old employee. Transfers from one plant to another of the same company are not considered as accessions or separations.

<sup>8</sup>Data on turnover rates since January, 1943, are not strictly comparable with previously released data. The rates now refer to all employees rather than wage earners only.

pPreliminary

n.a. Not available.

rRevised.

LABOR DISPUTES ORIGINATING IN MARCH, 1944<sup>1</sup>

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Affected	
<b>Manufacturing, Building, and Mining</b>					
Allegheny Ludlum Steel Corporation	Brackenridge, Pa.	3/ 1	..	6,000 <sup>a</sup>	
Allegheny Ludlum Steel Corporation	Brackenridge, Pa.	30	..	125	
American Steel & Wire Company <sup>2</sup>	Cleveland, O.	14	..	900	
Boxmakers <sup>3</sup>	Pittsburgh, Pa.	11	3/13	200	
Briggs Manufacturing Company <sup>4</sup>	Detroit, Mich.	13	14	700	
Briggs Manufacturing Company <sup>5</sup>	Detroit, Mich.	30	4/1	2,235 <sup>b</sup>	
Carnegie-Illinois Steel Corporation <sup>6</sup>	Clairton, Pa.	27	..	800	
Crucible Steel Company of America <sup>7</sup>	Pittsburgh, Pa.	30	..	900	
Dravo Corporation <sup>8</sup>	Pittsburgh, Pa.	24	3/24	400	
Dravo Corporation <sup>9</sup>	Pittsburgh, Pa.	27	27	36	
Ebensburg Coal Company	Cambria County, Pa.	22	27	900	
Ford Motor Company	Detroit, Mich.	7	7	c	
River Rouge plant	Detroit, Mich.	15	15	n.a.	
River Rouge plant	Detroit, Mich.	28	..	500 <sup>d</sup>	
River Rouge plant	Detroit, Mich.	4	6	e	
General Motors Corporation <sup>10</sup>	Akron, O.	7	8	n.a.	
General Tire and Rubber Company	California, Pa.	27	..	1,300 <sup>f</sup>	
Jones & Laughlin Steel Corporation	Detroit, Mich.	3	..	350	
McLouth Steel Corporation	Monsanto, Ill.	11	21	300	
Monsanto Chemical Company	Detroit, Mich.	28	..	1,500	
Republic Aircraft Products Corporation <sup>11</sup>	Ernest, Pa.	22	27	900	
Rochester & Pittsburgh Coal Company	Niagara Falls, N. Y.	12	..	550	
Socony-Vacuum Oil Company, Incorporated <sup>12</sup>	Pontiac, Mich.	8	..	600 <sup>g</sup>	
Vanadium Corporation of America					
Wilson Foundry & Machine Co.					
<b>Miscellaneous</b>					
Dairy workers	Detroit, Mich.	11	12	2,500 <sup>h</sup>	
Department store drivers	Toledo, O.	21	..	40	
Flatiron Building	New York, N. Y.	21	21	8i	
Garbage collectors	St. Louis, Mo.	25	..	123j	
Greyhound Corporation <sup>13</sup>	Pittsburgh, Pa.	17	23	700	
Harmony Short Lines Motor Transportation Company <sup>14</sup>	Pittsburgh, Pa.	10	10	100	
Liberty Highway Company <sup>15</sup>	Detroit, Mich.	1	..	32	
McKeesport Connecting Railroad Company <sup>16</sup>	McKeesport, Pa.	11	..	33	
School employees	Pittsburgh, Pa.	1	1	1,000 <sup>k</sup>	
School maintenance men	Detroit, Mich.	27	..	l	
Trans-American Freight Lines <sup>17</sup>	Detroit, Mich.	9	..	n.a.	

<sup>a</sup>On strike were seventy-five cranemen causing 6,000 workers to be idle.<sup>b</sup>A strike of 85 tool-crib employees made 2,200 employees idle.<sup>c</sup>Estimates vary from 1,000 to 2,000.<sup>d</sup>A strike of 250 employees caused another 250 employees to be sent home because of a shortage of parts.<sup>e</sup>Resulted in the loss of 1,000 diesel engines.<sup>f</sup>Coal mine motormen on strike caused 1,300 miners to be idle.<sup>g</sup>A strike of 7 key employees necessitated a shutdown of the plant, making 600 employees idle.<sup>h</sup>Tied up milk deliveries to an estimated 350,000 families.<sup>i</sup>Approximately 1,000 tenants and employees in the 250 offices were without heat, light or elevator service as a result of a strike of 8 engineers and firemen.<sup>j</sup>Forty-one garbage truck drivers and 82 collectors.<sup>k</sup>Thirty public schools and 82,000 pupils affected by strike of cafeteria, janitorial and shop workers and other employees of city's public school system.<sup>l</sup>Five of Highland Park's eight schools forced to close down.<sup>m</sup>n.a. Not available.

The number of man days idle because of all strikes declined 25%—from 625,000 in January to 470,000 in February. There was an increase of 236% since last February, however.

## TURNOVER RATES IN JANUARY

According to preliminary estimates of the Bureau of Labor Statistics, the total accession rate rose from 5.19 per 100 employees in December, 1943, to 6.37 in January, 1944, or 23%. The rate was, however, 23% below January, 1943. Acces- sions were 4% less than separations during January, 1944, although they were 21% less in December. The increase in this accession rate between December and January may be partly explained by the fact that many persons were listed as quits in December who had had prolonged absences as a result of the flu epidemic and who were rehired in January. The total separation rate increased

slightly, only 2%, from 6.55 in December, 1943, to 6.66 in January, 1944. Quits, miscellaneous separations, and discharges all rose fractionally. The total increase, however, was more than sufficient to offset the 19% decline which took place in layoffs. According to quit rates for men

and women as determined separately in selected groups, the percentage of women quitting still remains higher than that for men, with illness being the chief reason.

MARY A. WERTZ  
Division of Labor Statistics

## Employment in February

AN INCREASE of less than 200,000 over January raised the combined working and military forces of the nation to 61.1 million persons in February. Employment losses in industry and trade offset about half of the monthly increment to the Armed Forces and the less-than-seasonal expansion in agricultural employment.

Cross currents of the manpower situa-

tion reveal that continued pressure is being exerted not only to bring the Armed Forces to their full strength but to maintain that peak in the face of losses. The almost blanket induction of younger men will eliminate from agriculture and industry alike all but the most vital workers in the 18-26 age group.

Despite the record low level of agricultural employment in February, it is es-

timated that 400,000 farm workers over and above the peak employment in 1943 will be needed for this year's harvesting if the food production goal for 1944 is to be met.

### Employment and Unemployment, February, 1942–February, 1944<sup>1</sup>

In Thousands

Distribution of Labor Force and Employment	1944		1943	1943	1942
	February <sup>1</sup>	January <sup>1</sup>	December	February	
Unemployment.....					4,344
Excess of employment over economic labor force.....	5,144	5,010	6,395	3,035	...
Total employment.....	61,130	60,953	62,297	58,507	50,714
Agriculture.....	8,473	8,293	8,861	8,550	8,639
Forestry and fishing.....	164	164	173	177	199
Total industry.....	21,611	21,766	22,115	21,971	20,059
Extraction of minerals.....	667	669	677	733	795
Manufacturing.....	16,021	16,113	16,339	15,940	13,763
Construction.....	1,217	1,307	1,406	1,986	2,297
Transportation.....	2,724	2,695	2,672	2,290	2,171
Public utilities.....	982	982	1,020	1,024	1,034
Trade, distribution and finance.....	7,379	7,413	7,915	7,352	7,715
Service industries (including Armed Forces).....	22,072	21,886	21,782	19,099	12,960
Miscellaneous industries and services.....	1,431	1,431	1,452	1,357	1,141
Emergency employment <sup>2</sup>					
WPA, CCC, and NYA (out-of-school).....	a	a	a	a	1,362

<sup>1</sup>Subject to revision.

<sup>2</sup>Not included in employment total.

<sup>a</sup>NYA not available; operations of WPA on the continent were abolished on June 30, 1943; about 21,000 project workers were on work relief in Puerto Rico and the Virgin Islands in November, 1943.

Factory workers numbered 16 million in February—about 100,000 fewer than in the previous month. A leveling-off process in all but a few industries engaged in the production of matériel of war is reducing the number of workers on factory payrolls. In some instances there are also temporary maladjustments resulting from the beginnings of reconversion.

Official reports have pointed out that a great many women workers, who before the war were not in the labor force and who might have continued in their present job had it not been for layoffs due to cutbacks, have not sought further employment but have withdrawn from the labor market.

#### UNEMPLOYMENT COMPENSATION

Employment security under existing state unemployment compensation laws does not extend to all persons engaged in gainful work. Despite the exclusion of a large block of our working force,<sup>1</sup> the benefits of this program of unemployment insurance have gradually been extended, since the program's inception in 1937, over more and more of the working population. The compensation laws are now operative throughout the country and in Alaska and Hawaii.

Unemployment compensation activities reached their peak early in 1940. Allow-

ing for seasonal factors, the same level of activity—both in claims filed and benefits paid—was maintained from the middle of 1940 through the first half of 1942.

As production for total war caused the

employment claims and benefits paid to reach an all-time low in that year. Benefit payments, totaling \$80.1 million from January through December, fell below the \$100 million mark for the first time in any calendar year since the operation of the program in the "fifty-one states."

Both initial and continued claims declined 70% or more from the number in 1942 and the declining ratio of continued to initial claims in 1943 reflects the more rapid re-employment of the jobless in a time of labor stringency.

Even when labor is tight in certain areas, wage losses are suffered by workers who are temporarily laid off because of material shortages, plant conversion or seasonal factors. Thus, unemployment compensation tides the workers over the period of wage loss and to some extent reduces wasteful migration of workers.

The downward trend of all unemployment insurance activities was reversed in the last quarter of 1943 when completion of construction projects and shifts in production brought increased claims in certain sections of the country. This increase in activity can be expected to continue unless rapid reabsorption of workers by civilian industries is effected during the conversion period.

#### Largest since mid-1943

Reports of claims filed and benefits paid in the opening months of 1944 represented the largest volumes since mid-1943, even after allowance for seasonal factors.

The calendar year just past saw the accumulation of unemployment compensation reserve funds and building up of wage credits by an unprecedented number of workers. In February, this protection against future change aggregated nearly \$5 billion in funds available for future benefit payments.

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#### For Charity's Sake

The majority of the employees of the Lockheed and Vega Aircraft Corporation at Burbank, California, are members of a "Buck of the Month Club" which was established to build and administer a fund to be used for philanthropic purposes. It operates on a voluntary basis through authorized payroll deductions.

The employee pays one dollar a month and receives two membership cards—one to carry with him, the other to leave at home to be shown to charity solicitors. Donations are granted to charities in the localities in which large numbers of employees live as well as to such national or-

rate of employment to be accelerated, claims for benefits dropped sharply in the

#### Unemployment Compensation Activities since Pearl Harbor

Period	Initial Claims	Continued Claims	Beneficiaries for Month (Weekly Average)	Gross Benefits Paid (Thousands of Dollars)
				Number in Thousands
1942				
January.....	1,067	4,581	797	41,056
February.....	620	4,104	838	39,884
March.....	594	3,930	803	43,035
April.....	752	3,505	668	36,292
May.....	583	2,953	610	31,686
June.....	688	3,132	553	30,224
July.....	557	3,197	575	32,624
August.....	385	2,550	543	28,242
September.....	291	1,992	423	22,378
October.....	270	1,516	310	16,888
November.....	242	1,185	222	11,563
December.....	273	1,167	193	11,539
1943				
January.....	300	1,227	227	12,182
February.....	183	1,059	209	10,878
March.....	167	947	181	10,744
April.....	182	694	131	7,369
May.....	155	602	119	6,388
June.....	179	584	100	5,950
July.....	155	547	91	5,564
August.....	110	488	89	5,191
September.....	90	389	75	4,433
October.....	96	330	61	3,546
November.....	118	354	56	3,540
December.....	141	413	64	4,274
1944				
January.....	167	532	84	5,271
February.....	136	564	104	6,156

fall and winter of 1942. Peak employment in 1943 caused the level of unem-

<sup>1</sup>Agricultural workers, government employees, self-employed and family workers, employees of nonprofit organizations, domestic workers in homes, and wage and salaried workers in very small firms are exempt from provisions of the laws.

WAGE-INCREASE ANNOUNCEMENTS, FEBRUARY 1 to MARCH 31<sup>1</sup>

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
<b>February</b>				
Baltimore Transit Company.....	Baltimore, Md.	5%	3,400	Retroactive to January 1, 1943
General Cable Corporation.....	Perth Amboy, N. J.	1¢/hr.	3,000	
Hewitt Rubber Company.....	Buffalo, N. Y.	3¢/hr.	700	Retroactive to April 26, 1943
Kelly Springfield Tire Company.....	Cumberland, Md.	4¢/hr.	....	To all employees in rubber mill
Lee Rubber & Tire Corporation.....	Conshohocken, Pa.	3¢/hr.	750	
John R. Thompson Company.....	Pittsburgh, Pa.	4.7¢/hr. (avg.)	140	To restaurant employees
Garment workers.....	New York City	\$2/wk. \$3/wk.	15,000	To floor workers To hourly workers
<b>March</b>				
American Can Company.....	Brooklyn, N. Y.	5¢/hr.	600	Retroactive to August 17, 1943
J. Bishop & Co.....	Malvern, Pa.	5¢-10¢/hr.	170	To tannery employees. Retroactive to November 9, 1943
W. D. Byron & Sons.....	Williamsport, Md.	3.5% (avg.)	190	
Fruitland Shirt Company.....	Fruitland, Md.	10%	115	Retroactive to January 31, 1944
Montgomery Ward & Company.....	St. Paul, Minn.	7½¢/hr.	1,100	Retroactive to February 13, 1943. New minimum: 50¢/hr. To production workers
Nashua Gummmed & Coated Paper Company.....	Nashua, N. H.	3¢/hr.	1,000	
Pennsylvania Furnace & Iron Company.....	Warren, Pa.	5¢/hr. (avg.)	160	
Public Service Electric and Gas Co. of New Jersey	New Jersey	up to \$15/mo.	2,000	To commercial and sales department employees
Shapleigh Hardware Company.....	St. Louis, Mo.	up to 10¢/hr.	789	Retroactive to May 1, 1943
Villaume Box and Lumber Company.....	St. Paul, Minn.	5¢-7¢/hr.	1,000	Retroactive to May 1, 1943

<sup>1</sup>Includes salary-increase announcements.

ganizations as the Red Cross, Infantile Paralysis Foundation, and war relief organizations.

Contributions from the club were approaching the million-dollar mark at the beginning of this year. The club maintains forty thousand dollars at all times in its treasury as an emergency fund to be used in case of a civilian war disaster.

Both employees and management are enthusiastic about this contribution plan which serves to curtail many thousands of hours of lost production time resulting from ordinary "drive" arrangements.

**Postwar Vacation**

On November 18, 1943, the National War Labor Board approved a \$5.00-a-week raise for the Newspaper and Mail Deliveries Union of New York City. The most interesting feature of the award is the provision regarding postwar vacations.

For the duration of the war and six months thereafter no vacations will be allowed, but at any time afterward, the union may elect that employees be allowed vacations, but at a cost of a reduction in pay of \$1 a week. The amount of vacation to be given will vary from one day to one week, depending upon the time worked during the preceding calendar year.

**Bonds for Service Men**

The Texas Company is sending a \$50 war bond to each of its employees in the Armed Services, both in the United States and abroad. Over 4,500 employees will share in this distribution.

**Chronology of Labor Relations****March****2 Employment of Negroes Raises Difficulties**

Counsel for ten railroads cited by Fair Employment Practices Committee for racial discrimination points out that roads cannot employ Negroes as firemen, train conductors and yard foremen without violating contracts with railroad unions now in effect.

**3 Large Rise in British Wages**

The Ministry of Labour Gazette announces that weekly earnings of men in Britain rose 76% and wages of women 91% between October, 1938, and July, 1943. Average weekly wage for men was £6 1s 3d and for women £3 2s 2d.

**6 More Workers Lost than Gained**

Quoting BLS statistics, OWI reports that during December, 1943, for every 1,000 workers employed, 43 quit, 5 left to enter the Armed Services, 6 were discharged, 9 were laid off and 51 were hired.

**CIO Representation Wanted at ILO Conference**

President reported to have asked AFL to agree to joint representation with the CIO at conference of international labor organizations. Heretofore, AFL has been exclusive representative of United States labor.

**7 Coal Mine Strike in Britain Starts**

Serious series of coal-mine strikes involving 40,000 workers and costing 22,000 tons daily breaks out in British coal mines.

**10 Independent Unions Denied Representation**

War Labor Board rejects request of independent unions for representation on War Labor Board.

**11 Petrillo Suffers Reverse**

First check to program of James C. Petrillo, President of American Federation of Musicians, occurs when WLB panel urges full War Labor Board to direct the union to have its members return to work for music-recording companies.

**12 Annual Wage Dividend Paid**

Following its annual practice, Eastman Kodak Company announces distribution of over 2 million dollars in wage dividends to 38,316 of its employees.

**14 AFL Rejects Proposed CIO Participation in ILO Conference**

AFL declines to accede to President's proposal that AFL and CIO have equal official representation at meeting of international labor organizations.

**16 Dismissal Pay Proposed**

Senate Military Affairs Sub-Committee proposes an amendment to contract termination bill to provide for dismissal pay to employees of war contractors who lose their jobs when contracts are canceled.

**18 Deferment Agreement Reached**

Agreement reported between the Armed Services and production agencies whereby about 40,000 men under 26 who have key jobs in war industries will be given draft deferments.

**22 Panel to Hear Steel Dispute Data**

War Labor Board orders its panel considering demands of steel workers to receive arguments for a wage increase of 17¢ per hour even though the demand goes beyond the Little Steel formula, which is the basis of the federal wage stabilization policy.

**Veterans Balk at Low-paid Jobs**

New York Regional WMC finds as result of study that veterans seeking employment are under impression that jobs are available for beginners at \$50 to \$60 per week and will not take jobs with less pay until personal experience convinces them that their ideas are inflated.

**24 Union Opens Case for Steel Pay Rise**

United Steelworkers open argument for revising Little Steel formula and granting 17¢ per hour raise in wages and other advantages. Union submits 166-page brief to War Labor Board.

**27 Supreme Court Upholds Portal Pay**

United States Supreme Court holds that underground travel in iron-ore mining constitutes working time and must be paid for under the Fair Labor Standards Act. Opinions differ regarding application of decision to coal-mining industry.

**29 To Draft 4-F Men for Essential Jobs**

It is announced that War and Navy

Departments approve drafting of registrants in 4-F classification for essential work and favor legislation to make this effective.

**31 British Strike Spreads**

Series of crippling strikes in Great Britain become more critical as 25,000 shipbuilding and engineering apprentices strike in protest against failure to exempt them from a draft to the mines.

**Ford Union Loses Claim**

Ford union demand that two test drivers be discharged because excessive output led to their expulsion from union is denied by joint company-union umpire.

*Prepared by***Management Research Division**

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